

OSHAWORKER

THE NEWSLETTER OF CANADIAN AUTOWORKERS LOCAL 222

United Way Deserves Membership's Strong Backing

As you read my article, we will be in the process of kicking off our annual United Way canvass throughout the various workplaces in the Local.

The continued success we enjoy is the result of the many dedicated canvassers in addition to the very generous members of Local 222 who open up their hearts and wallets to those less fortunate in our community.

As the Chairperson of this year's Oshawa/Whitby/Clarington campaign, I have made the comment that our real success will only be achieved when we don't need a United Way campaign. Until then, there is more demand on the United Way than ever before. With the cutbacks to our social programs by the governments of the day, we have more and more people in need. They in turn, turn to the United Way for help.

PRESIDENT'S REPORT



BY

Mike Shields

The United Way in this community provides funding to more than 40 local agencies, offering more than 200 programs, see **UNITED** – page 2

2001



Please see page 6



Speaking before a recent meeting of Oshawa City Council with Oshawa Mayor Nancy Diamond, CAW Local 222 President Mike Shields thanked Council and staff for their assistance with the campaign of the Oshawa/Whitby/Clarington United Way.

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United Way Deserves Membership's Strong Backing

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which in turn serve 80,000 people locally. The United Way agency review process and community needs overview, ensures that donor dollars are used in the most effective and efficient fashion possible. With more than 79,000 registered charities in Canada, it is more important than ever that donors have the assurance their support is well used locally.

Our overall campaign last year was one of our best ever. We were able to expand funding to 18 of our agencies, and were able to take on two new agencies in Brock and Scugog townships to the north. Additionally, we were able to make a number of one-time

grants to organizations which we were not able to previously support.

Our challenge is to do even better this year, and I believe the membership of Local 222 will rise to the occasion. It is our opportunity to once again practice the social unionism that is such a large part of our great history.

Skilled Trades Apprenticeship Petition

In response to the significant shortage of skilled workers, the CAW Skilled Trades Council, at their recent meeting in Quebec City, held a lengthy discussion on challenging

provincial and federal levels of government on the issue of apprenticeship. There have been many studies by various employers and government groups on this issue. We made this a key issue during our last round of bargaining with General Motors. All of us are aware that skilled jobs are critical to ensure we maintain the high skill levels in our plants, and to provide hope for our younger workers and their families.

Our Union fully endorses challenging the governments and corporations on this important issue.

I encourage you to sign the petition when it circulates through your work area. 🍁

NOTICE

**The December 6th General Membership Meeting is cancelled.
The Union Hall is the location for the
Local 222 Women's Committee's
December 6th Candlelight and
Tree Lighting Ceremony
in memory of the Montreal Massacre.**

**Executive Board,
CAW Local 222**



December 2000 ceremony at the Local 222 Union Hall, 1425 Phillip Murray Avenue.

A Better Way Of Issuing Bulletins

On October 12, 2001 the company issued a new bulletin for radio announcements of Shift Changes/-Cancellations. This is for unusual circumstances that affect Plant Operations. It will be aired over the following radio stations: CKGE-FM dial 94.9 Oshawa, CKDO-AM dial 1350 Oshawa and CKQM-FM dial 105.1 Peterborough, CKPT-AM dial 1420 Peterborough. These announcements will be aired on a regular basis, at least three times per hour. As well, plant-specific information regarding Car or Truck Plant shift changes/cancellations will also be available at Car Plant 1-888-436-7778 and Truck Plant 1-800-276-7646.

This revised way of providing announcements along with the toll free numbers are designed to provide members with a more reliable and convenient way to obtain this information. Hopefully this will be a better and more reliable method, coupled with the toll-free numbers, than what has been in place for the past number of years.

Some bad news recently, the company

announced that it would be closing the Ste. Thérèse facility on September 25, 2002. Although rumoured for years, this announcement puts another 1,100 members out of work. There are also 300 on indefinite layoff. On October 12 they also announced the closure of the Winnipeg Parts Centre to take place in the fall of 2002. There are about 20 members working there. This will leave only one unionized parts centre left, being the one in Woodstock. All others are non-union in Canada.

Although the world has changed drastically since the events of September 11, sales have not yet affected the Oshawa location. Overtime has been scheduled for Plant #1 and the Truck Plant. The layoff for Plant #2 was changed from the week before Christmas to October 15, 2001, although it remains to be seen about that week before Christmas. The company has announced that they expect Plant #2 to be down about nine weeks in the year 2002. They also approached the Shop Committee about changes to work practices for both Plants #1 and #2, which were completely rejected by the Shop Committee. They included working 10-hour shifts at straight time,

GM SHOP COMMITTEE CHAIRPERSON'S REPORT



BY
**Tom
Hoar**

Saturdays at straight time and a staggered shift start time. Since that time they have come back and stated that their predictions on sales for the upcoming months and next year indicate they won't need to change anything because the prospects for 2002 sales do not look favourable.

The current Document 13 canvas has come up about 25 short of the 600 total to be used up during the current agreement. As a result another canvas will be conducted, on a one-time basis, to new candidates in the near future. These Document 13s are a \$50,000 incentive to those who qualify in seniority order if they elect to retire by the end of the agreement.

Till next time...*

PEREGRINE PLANT CHAIRPERSON AND FIRST VICE-PRESIDENT'S REPORT



BY
**Wayne
Murphy**

**will return
next month**

OSHAWORKER
Deadline
for the December issue
is Friday, November 16
at 4:00 p.m.



CAW TCA LOCAL 222

is an amalgamated Local made up of the following units:

General Motors
ACSYS Technologies
Mackie Automotive Systems
Lear Corporation
A.G. Simpson
PPG
Woodbridge Foam
Columbus McKinnon
Oshawa Transit
Blue Circle Cement
Center Manufacturing
AVPEX International
Whitby Transit
Cliff Mills Motors
Kerr Industries
U.S. Filter

CAW LOCAL 222 EXECUTIVE BOARD

President Mike Shields	Sergeant-At-Arms Al O'Neill	Female Board Member At Large Diane Cunningham	Board Member At Large (Balance of Local) Tim Thompson
Financial Secretary Terry Spence	Trustees Charlie Peel Paul Goggan Chris Buckley	Board Members At Large Deb Weatherby (PPG) Shane Luxton (Lear Corporation)	Editor Joe Sarnovsky
Recording Secretary Garry Murphy	Guide Mike McPhee	Board Members At Large Russ Martin (A.G. Simpson) Vivian Terrelonge (MAS)	Editorial Board Mike Shields Terry Spence Garry Murphy
First Vice President Wayne Murphy	Retirees' Representative John Sinclair		
Second Vice President Jim Hoy			

To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. **The Oshaworker** reserves the right to edit material submitted.

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www.cawlocal222.com



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Solidarity Salmon Sale

It's that (delicious) time of year again.

I've ordered sides of smoked "Solidarity Salmon" from B.C. in support of the UFAWU-CAW membership there.

The sides of wild smoked salmon come pre-sliced and ready to eat. They're frozen and vacuum-packed on a gold board, so they're good for gift-giving.

They're union caught and smoked, and will be going on sale in December at \$15 for one pound.

The GM Foundation in the United States was truly amazed at the \$100,000 donation

FINANCIAL SECRETARY'S REPORT



BY

Terry Spence

that was made to the American Red Cross on behalf of the CAW and GM here.

From time to time we get calls on our coverage at GM for bereavement. At right is the list of relatives that are covered and how much time you get off. 🍁

Employee's Immediate Family Member	Number of Excused Normally Scheduled Working Days
Spouse Parent Child Brother Sister	Four (4) days
Step-parent Grandparent Step-child Grandchild Step-brother Half-Brother Step-Sister Half-Sister Current Spouse's Parent Current Spouse's Step-Parent Current Spouse's Grandparent Son's Current Spouse Daughter's Current Spouse	Three (3) days

October 12, 2001

GM Foundation
300 Renaissance Centre
MCC 482 C27-D76
Detroit, MI
48265-3000

Attention: Mr. Rod Gillum
Vice Pres. dept. Corporate Relations and Diversity

Dear Rod:

Please find attached three cheques made out to the American Red Cross which total \$69,541.54 (US). These cheques represent cash contributions made by our salaried and hourly employees as well as the CAW.

The tragic events of September 11th left everyone at General Motors of Canada wondering what could be done to help. Through gifts of blood and cash donations, everyone played a part in contributing.

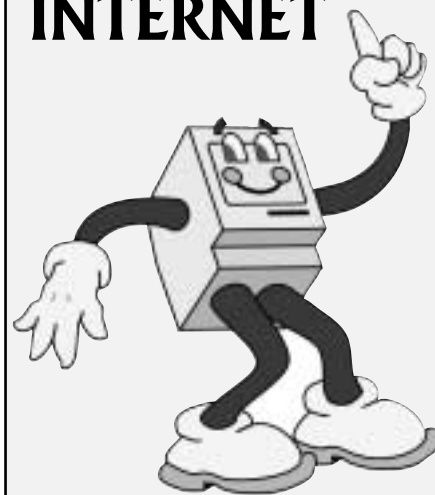
On behalf of everyone at General Motors of Canada Limited, please know that our thoughts and prayers go out to all the victims, their families and friends.

Yours sincerely,

Diane Lehman
Public Relations

att:cah

YOUR LOCAL ON THE INTERNET



CAW  TCA
LOCAL 222

@

www.cawlocal222.com

CAW Local 222 Financial Report

Covering the Month of September, 2001

Total Receipts	\$ 880,453.07
Total Expense	<u>858,284.74</u>
Surplus (Deficit)	\$ 22,168.33

CAW Local 222: Balance Sheet As At September 31, 2001

ASSETS	
CURRENT ASSETS	
Cash	373,279.83
Bank	<u>934,180.59</u>
Total Bank	934,180.59
Deposit — AWCU	37,640.17
Due from Dental Centre	91,144.25
Mortgage Receivable	9,786.14
Dominion of Canada Bonds	12,000.00
Short Term Investments	<u>772,185.48</u>
TOTAL CURRENT ASSETS	<u>2,230,216.46</u>
Fixed Assets	
Land	615,195.00
Buildings	2,829,533.00
Equipment	<u>92,627.61</u>
Total: Fixed Assets	3,537,355.61
TOTAL ASSETS	<u>5,767,572.07</u>
LIABILITIES	
CURRENT LIABILITIES	
Accrued Liabilities	3,192,833.94
UI Payable	81.94
UI Payable — Lost Time	469.96
CPP Payable	118.26
CPP Payable — Lost Time	563.12
Income Tax Payable	5,276.00
Income Tax Payable — Lost Time	<u>2,366.33</u>
Receiver General Payable	8,875.61
EHT Payable	36,939.61
Union Dues Payable	2,009.75
AWCU	-1,923.72
Charitable Deductions	2,383.31
WCB Payable	31,358.10
Loan from CAW National (Strike)	91,086.54
Due Re: Duplate Council Fund	500.00
Retired Members Fund	<u>-215.28</u>
TOTAL CURRENT LIABILITIES	<u>3,363,847.86</u>
TOTAL LIABILITIES	<u>3,363,847.86</u>
EQUITY	
NET ASSETS	
Net Assets	2,065,313.55
Surplus	<u>338,410.66</u>
TOTAL NET ASSETS	<u>2,403,724.21</u>
TOTAL EQUITY	<u>2,403,724.21</u>
LIABILITIES AND EQUITY	<u>5,767,572.07</u>

CAW Local 222: Income Statement September 1-30, 2001

REVENUE	
INCOME	
Membership Dues	866,565.38
Initiations	690.00
Oshawa Area Skilled Trades	15.75
S.U.B. Receipts	1,612.67
Hall Maintenance	2,533.25
Staff Wage Recoveries	1,649.40
Oshaworker	637.50
Rent	5,800.00
Soft Drinks and Vending	166.50
Telephone Income	<u>782.62</u>
TOTAL REVENUE	<u>880,453.07</u>
TOTAL REVENUE	<u>880,453.07</u>
EXPENSE	
OFFICE AND BUILDING	
Employee Salaries	41,247.87
UI Expense	4,763.98
CPP Expense	5,797.32
WCB Expense	1,500.72
EHT Expense	3,998.46
Other Benefits	<u>27,717.07</u>
Employee Benefits and Insurance	43,777.55
Hall Expenses	1,620.75
Insurance	648.00
Miscellaneous purchases	3,444.78
Building Maintenance	7,597.24
Telephone	5,939.88
Office Supplies and General Expense	9,191.26
Officers Expense	8,691.01
Professional	<u>2,206.69</u>
Total Office and Building	<u>124,365.03</u>
ORGANIZATIONAL	
Per Capita — A G Simpson Council	-221.40
Per Capita — GM Intra Corp Council	1,551.76
Per Capita — CAW Assessment	460,205.01
Per Capita — CAW Council	<u>8,681.78</u>
Total Per Capita	470,217.15
Lost Time: Wages and Benefits	163,807.30
Lost Time Expenses M&E&H	43,348.10
Lost Time Expenses — Hotels	<u>8,152.39</u>
Lost Time Expenses	51,500.49
Education	761.50
G.S.T.	221.40
Investors Grp Trust-Staff Pensions	21,430.30
Oshaworker — Printing	22,726.76
Oshaworker — Postage	<u>8,361.36</u>
Total Oshaworker	31,088.12
Picnic	7,227.30
Publicity	2,362.86
Recreation	881.75
Welfare and donations	<u>-15,578.46</u>
Total Organizational	<u>733,919.71</u>
TOTAL EXPENSE	<u>858,284.74</u>
NET INCOME	<u>22,168.33</u>





Participants in the recent Breast Cancer Run, (from left) Cindy Andrews, Diane Cunningham and Joyce Bonneau send a special note of thanks to the brothers and sisters who sponsored them.

United Way Campaign – It's On!

Helping those less fortunate in our communities is what United Way is all about. The United Way campaign provides for 40 different agencies and 200 programs which helps some 80,000 people. A few of the larger organizations they support are Red Cross, Community Care, John Howard Society, Durham Deaf Services, Destiny Manor, Salvation Army, VON, Shelters, Food Banks, and the list goes on and on. Now more than ever there is such a great social and human need. Their emphasis is to help people ease their human condition and become more self reliant. You can feel good knowing that your contribution to United Way is making a difference in so many lives.

“CIBC Run for the Cure” – A Huge Success

The CIBC Run For A Cure was held on September 30. There were well over 5,000 people who took part to raise funds for Breast Cancer Research. It was the second year Oshawa has held this event, and what a great day it was. Each person had their own reasons for being there. For some, it was the loss of a loved one, co-worker or a friend, and in other cases there were survivors of breast cancer, offering hope to everyone that they may also beat this devastating disease.

Joyce Bonneau, Cindy Andrews and myself would like to thank all those who sponsored us and gave generously for the cause. Special thanks to Derek Spence and Scott Gaylor (from the Local 222 Youth Committee), for the artistic performance at “The Karaoke Event,” which helped us raise additional funds.

Take care! 🍁

EXECUTIVE BOARD REPORT



BY

**Diane
Cunningham**

Female Executive Board Member,
Employment Equity/Women's Advocate



Union Reps Ready To Lead At Whitby Transit

I would like to thank the membership on behalf of John Adams, Bob Ayres and myself on being elected to our respective positions, so we can lead the fight on this membership's behalf, as we journey into the unknown and uncertainty in the upcoming 2002 bargaining. With the talks of amalgamation and with no clear view on whether Trentway-Wagar will be the contractor if the Town of Whitby should choose to tender it, leaves an unsettled mood within our unit.

I was a part of the representation drive that took place between CUPE and the CAW, as the amalgamation between Pickering Transit and Ajax Transit transpired. It got to be a dirty campaign with many issues being distorted, but I'm proud to say the CAW stuck steadfast on the issues and tried our best to put the fear mongering to rest. The vote was taken on

October 2, 2001 and the result was CUPE 51 votes, CAW 46 votes.

CUPE may have won this battle but the war on representation rights for transit in the Durham Region, are far from over. My hats off to Gord Vickers, Linda Septum and Nikki Henderson who along with myself fought a valiant fight on behalf of the CAW. The personal stake I have in this is, it was made perfectly clear by the general manager of Ajax Transit that they'll be coming after us next and talks have already started in Whitby. Only time will tell if his comments were fact or fiction. Either way I'm not willing to sit on my hands and do nothing.

I would like to thank Ernie Fleetwood for accepting the appointment of Health and Safety Representative, I feel Ernie will stand up to the challenges ahead and work on the behalf of the

TRENTWAY WAGAR-WHITBY TRANSIT UNIT CHAIRPERSON'S REPORT



BY
Tim Thompson

membership to ensure our health and safety rights are upheld. If you have any concerns please do not hesitate to call on Ernie.

In closing, as the struggles ahead lead us into uncertainty and debate as to which unions should represent us in the transit industry and about the best government legislation and interventions that affect each and everyone of us both in the workplace and in our communities, it's apparent to me, brothers and sisters, that collectively and in solidarity we must never stop fighting back! ♣

Productive Changes At Woodbridge Foam

It has been an interesting few months here at Woodbridge Foam. The Plant has a new Production Manager, along with a new Plant Manager. I believe Corporate has finally stepped up to the plate and made the necessary changes. I have had a few conversations with the plant manager in regards to accountability and quality. The basis of these talks was, who is accountable and what are they accountable for.

Accountability doesn't just mean that someone on the floor missed a repair or forgot an insert. The question that needs to be answered is why has it been missed? Are the trenches clogged with wax? Does the line schedule need to be reviewed due to congestion in particular areas? All these things need to be looked at before blame is placed on the worker. The management here has to start being accountable for some of these problems. We all have a stake in this, including management.

Being a tier 2 supplier is very competitive. The business is always changing at this level. GM demands Lear change certain products and Lear has to, no matter what they may believe. In return Lear demands changes from Woodbridge, it's all part of business. To stay in this supplier-eat-supplier world that we're working in you have to and rightly so, we all want to be here for the long haul.

What needs to be done at Woodbridge?

Being proactive doesn't hurt. Fix the problem before it reaches the warehouse, not when Lear finds them. The company installed a database back in the early 90s that tracks repairs and problem parts (autopareto) It hasn't been until lately that I've seen the process engineers refer to this database. To add to this statement I've notice a decline in the returns from Lear. Fix the problem parts before they become complacent.

The lines of communication need to be addressed drastically. When a problem rears its head we don't need a memo stapled to our pay stub telling us about it. What we need is someone to get his or her ass down to the floor and address it. Whiteboards work only if everyone reads them. What happens if people don't? The system becomes flawed. In this business you can't have flaws when it comes to quality — the competitor is always waiting. The ratio in this plant is five workers to every one salaried employee. There is ample time for managers and supervisors to come out on the floor and talk about quality issues.

At the same time we have to take a more proactive approach to quality issues. When we find repeated repairs or issues with the line we have to pass the information on to supervision or process engineers. We have to forget the attitude that they won't do anything about it. Remember accountability, they are accountable to their jobs just as much as we

WOODBIDGE UNIT CHAIRPERSON'S REPORT



BY
Mike Wry

are. Let's get them to do their jobs.

Over the summer we have seen a few faces return from layoff. This is a direct result of vacation time being used. You have earned this time off so take it. It's hard to negotiate more time off if we're not using what we have now. For members who have had to take the payout, remember in the last pay period of the year you will be taxed hard. The monies received from our time off are classified as a vacation bonus.

With the returning of some new faces we lost a friendly face. Brother Larry Mayo passed away after a courageous battle with cancer. Larry's passing touched us all very deeply. He was a type of person that could always brighten your day. If it wasn't his smiling face or his charming personality that did it, he'd tell a joke or two. I can't recall ever seeing Larry upset even during his battle with cancer. With Larry's passing it makes you realize how many things in life become so trivial and how many things in life are taken for granted. His wife told me that he could have gone back to being an accountant but he enjoyed the people here too much to go back. It wasn't the money for Larry, it was being around his friends, and a friend you will always remain. You will always be forever missed. ♣

Time To Think Of The Less Fortunate

With Christmas fast approaching it's time to think of those less fortunate in our society. By the time you read this we should be well into November with United Way events beginning.

We are all so incredibly fortunate to live in the country and area in which we do, with a great job to put food on our table and a roof over our heads. While the Union labour movement has guaranteed most in our society with good-paying jobs and safety nets when those fail; government cutbacks have caused many to "slip through." It is these individuals we can help so easily with payroll deductions to United Way.

The membership's generosity and warmth came through loud and clear with the funds raised by gate collections for the American

Tragedy of September 11. Over \$1,200 was raised and the Corporation matched that amount. Too bad that one member of management decided to make light of such a noble cause and see fit to do everything in his power to both ridicule the situation and thwart both the union's and canvassers' attempts to raise funds. My hats off to Al Wood for "Cold Heart of the Month" award.

At this time I am attempting to set up a number of membership meetings. In the future, unless an immediate meeting is required, dates of meetings will go out in a variety of ways far in advance. With negotiations less than a year away the company will have their usual "spin doctors" out on the floor to undermine both the Union and its membership. While anyone in office has their adversaries, for two of the three years, con-

LEAR UNIT CHAIRPERSON'S REPORT



BY

**Shane
Luxton**

stant undermining cannot hurt the membership. Right now though, with negotiations coming, undermining and ridiculous rumours will only hurt the membership's bargaining power. It is far too important a year to allow the company to use individuals to cause dissension amongst the membership. The more dissension, the weaker our power; hence fewer gains. Anyone undermining the membership this year will only be undermining themselves. We must show the company solidarity to make our biggest gains. While we all have our tragedies, hardships and needs in our own personal lives, you don't have to look far to find someone else's that is two-fold. ♣

Assistance Is There For Those Who Seek It

The other day I was assisting a brother whose life alcohol has taken its toll on. A man with no goals, hopes, dreams, or financial security. This is a man with a \$60,000-a-year job whose life has gone absolutely nowhere but downhill.

He went through an assessment routine at the Pinewood Centre for Alcohol and Drug Abuse. The counsellor gave me a look that said there is no hope for this man. This man has deteriorated to a point of no return.

Personally I do not believe that anyone is beyond help, if they are given the appropriate information. My reply to the counsellor at Pinewood was that my friend was one of the

lucky ones, because he has a job, which entitles him to the benefits and protection of the CAW. That might be all that is keeping him alive at this point.

I have come to believe that my life or anyone else's life is a gift and the most valuable thing that we have. We need to be good to ourselves by eating right, exercising frequently and getting involved in things that are good for us. Activities that make us feel good, like hobbies, community work, and sports. I believe if my intentions are sincere, then good things usually come my way.

Wherever I go in life there is always going to be positive and negative people. I have to

LEAR UNIT SUBSTANCE ABUSE REPRESENTATIVE'S REPORT



BY

**Tony
Johnson**

ask myself constantly what I want for me and try to keep positive people and positive activities going on around me.

Unfortunately, factories seem to be a breeding ground for negativity with the repetitiousness of the work. Peer pressure in a working environment is also a reason why people get caught up in the enticing world of alcohol and drugs. If you feel that you are one of those people, then you owe it to yourself to obtain some education and information on how to get to a better frame of mind and a better quality of life.

Not everyone who drinks or even takes drugs deteriorates to such depths as my friend. If we think there might be something wrong with our lives where alcohol and drugs are used, then there is usually a need for concern. We live in a society where alcohol and drug abuse is taking down good men and women every day as it accelerates itself through the homes and workplaces of our brothers and sisters. In my job I get to see first-hand the destruction it causes.

If you have any questions about this topic I would be pleased to assist you. Please contact me at 905-436-0400 ext 373. ♣



St. Mary's Health & Safety Update

I would like to thank everyone who voted for me in the past election, giving me a position on the Health and Safety Committee. This election would not have been necessary except for the resignation of three of four Union committee members. Upper management should be asking the question. Why did these three members resign?

Make no mistake, the new members who have been elected will not resign. We are committed to working for and achieving a safer and better working environment for all employees in the plant.

We all hope management will work with us to achieve the results that are needed to protect us from injury. But foremost, protect yourself. Don't forget you have the right to

ST. MARY'S CEMENT UNIT REPORT

BY **Chuck Crossen**

Health & Safety Committee,
Local 222 Education Committee

refuse a job if you think it is unsafe, under Section 43 of the Health and Safety Act. ♣

Congratulations On Membership Generosity

The generosity of our members never ceases to amaze me. Our recent gate collection for the Red Cross relief fund to help the victims and families affected by the September 11th attacks on New York and Washington went over very well. There was \$1,870 collected and with the corporate match of doubling all monies donated \$5,610 will be the total from PPG Oshawa. Hawkesbury's Local 1661 donated \$1,000 and with the match that equals \$3,000. Combined total \$8,610 from both plants. The corporate match program will be continued up until December 14, 2001. Any monies over \$10 will be issued a tax receipt. (Cheques can be taken to the HR Department). Again I commend you all on your generosity. Thanks go out to Debbie Bull, Fred Taylor and Lorrie Smith for assisting in the gate collection.

At the time of writing, we are heading into another week of GM downtime. We have 36 on the hit list this time. Usually the numbers are much higher, but the main plant is fully staffed in the hopes of building up stock for the "strike bank." Some of the most junior new hires could be waiting for recall because of the reduction of a crew in the manual soldering line. There will be further reductions within this group with the completion of two Mercedes contracts in the near future.

For previous EI claimants, on the issue of improper earnings on records of employment from payroll, we now have had these records amended and turned in to EI. This new info will be attached to each individual file and the problem should be rectified. A few of the EI victims have not properly closed out their files and should they try to access the benefit again, could be in for a wait because their files have been red-flagged. I will be in contact with these individuals to see if we can't iron out these problems before they come to a head.

Please be aware there are quite a few upcoming TRE positions to be posted. If you

are interested in any of them, make sure to apply within the time lines set out on the posting to be in line to make the move.

There are sign-up sheets posted around the plant for "It's Kids Play" books. These are craft and activity books put out by the Denise House as a fund raising initiative. Anyone interested sign the list and I'll be around to deliver them. They are \$5 each and are suitable for all age groups.

There are also postings up and around for the in-plant CAW video library. Anyone wishing to view any of the titles can come to the Union office and sign it out.

On a final note, it seems that our plant manager is also on the mailing list for the *Oshaworker* publication. From his response to my last article I'd say he also wishes he had editorial rights as to what makes it into print. Guess nobody can have it all.

Any questions or concerns contact me through the union office, or call me at home. Until next issue.

Zone One Report - Fred Taylor

Problems? The seniority issue in plant clean-up is a concern: The company wishes to save a few dollars by reducing the number of lift trucks we have in the plant. Quality control isn't doing enough checks, yet they have so much extra and above work that they have to cover as well as their assigned rounds. What are they to do? Cold end operators don't keep a close enough eye on the product and we have too many cold end rejects. This has nothing to do with the added work of keeping track of a 100-foot-long machine by yourself without most of the preventative maintenance the machine's manufacturer suggests. Screening operators are running after rooms that they can't keep up to because of the sheer volume of work to be handled. Terminal solders are putting out too many repairs. Auto soldering line operators aren't able to make their line function using pure

PPG-DUPLATE PLANT CHAIRPERSON'S REPORT



BY
**Deb
Weatherby**

willpower. They seem to be spending more time tying and untying skids than they do manually feeding the clips to the robots.

The reality of modern corporate life is that the corporation is desperately trying to squeeze every last ounce of corporate profit out of every person who works for them. Overloading, over-extending, and generally burying you in more work than you can handle is the norm for all corporations. Profit isn't only the goal of corporate life, it is the god that almost every corporate mover and shaker worships.

The company will always push to get more than you are capable of giving. If you are inundated by the overload then they feel they are winning. The battle is for profit and they don't see things such as value in effort or dedication to the job. These are the ghosts of a corporate ethic that died with Sam McLaughlin and entrepreneurs of his kind who believed a corporation was part of a community and had to contribute to both the employees and the town they lived in. Today's corporate movers don't see the long term of growing a community and company together for the future. They are firmly stuck in the balance sheet that explains the quarterly profit figures and they can't see beyond it in any way, shape or form. The modern corporation, out of greed and avarice, will maximize profit in every way they can and they won't care to "value the contributions of the employees." This quote from the mission statement is vague and hard to understand unless you realize that it all hinges on the corporate profit ethic and not the belief that what we do is good for the company. The push for profits is the blindness that stops a company from becoming a good citizen of any nation. The Union's struggle is to defend the dignity and well-being of the membership since it is obviously no concern of the company's. ♣

Demarcation!

Under our Local Demarcation Process negotiated in 1999 bargaining, we are preparing to exchange issues with the Company's plant demarcation committee. Shortly after this, meetings will be scheduled to deal with the outstanding complaints.

Through our skilled trades meetings held on Tuesdays, we have a process which allows each side of a dispute to refute the other in writing. Prior to this process being implemented, each District, Pat Blackwood or Eugen Weber, would typically consult with their respective committee people and advance a position to the Company, or oppose a position from the Company. There they would reduce the issue to writing and go through the local demarcation process.

One of the outstanding issues raised by all four South Stamping Committee people over the last few months is the Bay #12 transfer robots. Eugen Weber has been having discussions with management for months. It goes to the programming of pedestal robots (electrical or tool & die).

I want to be clear about this, the company's position is that programming is electrical. Gene does not agree with this, and as a District he has a clear right to his position. We have contacted National Skilled Trades Rep John Bettes, who was called in some years ago by my predecessor to make a decision on behalf of our local committee in regards to Bay #10. It was John Bettes who told me Gene had called him some weeks before. I made it clear to John that until our Local Committee had concluded our process and District #12 had requested a committee decision locally that we would not require his assistance with regards to Bay #12.

Both Pat Blackwood and myself have assured Gene that we would make this a pri-

ority upon request. Hopefully this clears up some of the surrounding debate and in general, we will be dedicating as much time as possible to expedite the demarcation issues.

Appendix "R"

By the time of print, Pat Blackwood and I will have finalized the removal of services and walls of two out of three buildings on Stevenson Road. Although this is work that we would not normally do, Appendix "R" Attachment "A" gives us the ability to fetch this type of work and keep our trades working!

Another Example

Another recent example of this language working is warranty work in South Stamping. The work in question is typical line repair warranty, and line repair cannot supply the people, so we are making arrangements for 49C forces to do this work, which at this time is four IMM, two shifts; four electricians, two shifts; 100 hours of pipework, until the job is

SKILLED TRADES AREA CHAIRPERSON'S REPORT



BY

John Scanlan

done. This comes at a time when construction is looking for work.

As you can see this is good language and Pat Blackwood and myself spend as much time as it takes to keep on top of these situations.

Future Issues

Over the next few articles I will be focusing on some of the plant issues which are surrounding District #12 and assisting Eugen Weber with his problems where possible. If you have any questions for me, leave me a voice mail at 905-644-4360 or if you are interested in attending the Port Elgin Education Week, leave me your name, serial number, department and trade. 🍁

Strike Fund Report

To: All Local Union Presidents and Financial Secretaries — CAW-Canada

Re. Strike Fund Report covering the month of June, 2001

Greetings:

The following is a summary of the Strike Fund for the month ended 30 June, 2001.

**Net Worth,
31 May 2001** \$52,778,000

Income For The Month
Per Capita Tax 576,509
Earnings on Investment 121,697
Other 1,856,158
Total Income 2,554,364

Expenditures For The Month
Weekly Benefits 3,101,250
Other Strike Expenditures 1,456,817
Total Expenditures 4,558,067

Income Less Expenditures (2,003,703)

Net Worth
before undernoted item 50,774,297
Interest to General Fund (121,697)

**Net Worth,
30 June, 2001** \$50,652,600

Eight strikes were in progress in the month of June 2001.

The Net Worth of the Strike Insurance Fund is as follows:

Cash Assets
(Cash/Investments/
Per Capita Receivable \$18,099,954
Other Assets
Mortgages and Loans 6,372,737
Fixed Assets
(National, Vancouver, Windsor,
Winnipeg, Chatham, Halifax,
Ottawa & Montreal Offices) 26,179,999

**Net Worth,
30 June, 2001** \$50,652,600

In solidarity,
Jim O'Neil,
Secretary-Treasurer



www.cawlocal222.com

Unite Against Terrorists

September 11th, 2001 will be a day we will never ever forget. It shows just how vulnerable we are here in North America to terrorist activities. Our comfort and freedom has been challenged, and there is only one way to restore it. Freedom is worth fighting for!

The Americans along with a very strong coalition have begun to wage a war against terrorists, and it will take some time to break down their network that expands across the globe. It's a united effort by all countries, because what happened on September 11, 2001 proves that no one is safe, and we must constantly be on guard against terrorists. We cannot take our safety and freedom for granted.

The U.S.A. under President George W. Bush will win this war, and we must support their efforts! The Conference Board of Canada says consumer confidence is at a 15-year low. Auto sales plummeted by five percent last month, and we are spinning into a recession.

It is expected that this will not last, and our economy will become strong. We must continue to live, and purchase products, home and cars just as we did prior to September 11, 2001.

At the end of the day, the Americans will return to their spending habits, and as with the Gulf War, American-made products will be the order of the day, which includes our products, the Impala, Monte Carlo, Buicks and Trucks.

We must all be alert as to what is happening around us, and report any suspicious activities to the police or authorities. The membership of Local 222, our Union and General Motors should be commended for the \$100,000 donation for the relief efforts in New York City.

Workload Slowdown On Construction

We have seen a dramatic decrease in work orders for our Construction Department 49C. As a result we have seen some temporary lay-offs. We have also utilized our language under Appendix "R" Attachment "A" to claw work back off the electrical contractors in Bay 12 of the South Stamping Plant. This will keep between 12 and 24 of our construction electricians busy.

Both John Scanlan and myself have been successful in getting the Company to utilize

DISTRICT #10 REPORT



BY

Pat Blackwood

Skilled Trades
District #10 Committeeperson

our trades to dismantle some of the buildings on the west side of Stevenson Road. Some of these buildings will be demolished by a contractor similar to Greenspoon.

Plant #2 Weeks Out

It is predicted that there could be up to nine weeks out of the system in Plant 2 for the year 2002. This is not good news, and it will definitely put the Company in a position where all unnecessary overtime will be cut to the bone. The Monte Carlo and Impala market continue to be hot, and as a result Plant 1 does have Saturdays scheduled.

Management in the Car Plant, under Ian Soutter, have requested meetings with your Union representatives to roll out their plans on how they hope to cut overtime.

We have seen and heard this before, but this time it does appear management will be
see UNITE - page 12

ACSYS Trades Golf Fun

Thanks to everyone who took the time to come out to the Skilled Trades Charity Golf Tournament. This was our second annual one, and was played at Newcastle Golf Course. We should all be very proud of ourselves, as we raised \$2,617 for various charities, a great job by a great bunch of guys, and we still had fun. A special thanks to Mike Shields and Terry Spence and the CAW Local 222 Executive Board for their donation, which was won by Rhys (Lucky) Jenkins. The winning team was made up of Jeff Harrison, John Milne, Jim Snyder and Guy Provanzano. The prizes were also super, thanks to many donations by our suppliers and local taverns. Leo Jacques won the TV combo; Terry Spence, cordless drill; Jeff Harrison, Leafs draft pick Brian Gronke Hockey Stick.

Thanks to our sponsors:

Iscar Tools Inc, Dynamic Ind. Services, Fuchs Lubricants, SMC Pneumatics, Innovative Automation Inc., Shoeless Joe's, Mickey Finns, Mutual Mechanical, Biolab EQ Canada, Blenkhorn Sayers, John Castellano, Allan Russel (ACSYS), Chit Chat Sports Bar, Hunter's Horn, Jackson Robson Ind., Osso Electric, EDS, Cocky Jockey, CDSI System Inc., Howell Pipe & Supply, State Group, Joe Ruffalo, Jeff Harrison, Castalia Inc.

Again, we could not have done it without you.

Until next year. 🍀

ACSYS TECHNOLOGIES SKILLED TRADES REPORT



BY

Nigel Drane

Skilled Trades Committeeperson,
ACSYS Technologies



Judging by the smiles, the ACSYS Skilled Trades Golf Tournament was a success. From left are Nigel Drane, Local 222 President Mike Shields, Rhys Jenkins, Financial Secretary Terry Spence and Tom Lees.

Company Circumvents Asking Procedure

For the past few months in the Truck Plant, there has been an attack by the Company to circumvent what has been a long-established practice of asking for overtime in low overtime hours order from the overtime equalization lists for each trade, by department, by shift. In the numerous discussions that I have had with management/labour relations, they have stated they will ask in order "barring a compelling reason." Recent developments have now brought forward a new buzz word, namely, "skill sets" which fits the company definition of a "compelling reason" to not ask in low hours order.

I believe this is a slap in the face to our tradespeople in the Truck Plant and shows management's lack of respect toward the abilities of those tradespeople involved. Again the cause is not due to a lack of any abilities of the tradespeople but is instead due to a personality-based style of management, a lack of manpower to adequately staff the areas involved, to allow regular movement for training/familiarization of personnel in other areas so that the workplace can function efficiently. In other words management has brought an unacceptable situation on themselves and instead of accepting responsibility for their hindsight, choose instead to make the employees pay for the Company's mistakes and lack of foresight.

Lately I have been doing a lot of reading of past arbitration case history involving contracting of work. The history of contacted work issues goes back approximately 60 years with many precedent-setting Ontario Labour Board cases coming from the 1950s and 1960s era.

Of particular interest was one case that set out the issues of "persons" in the employ of the Company. "Persons" in this particular case, included contract people employed by the Company, because in the broad sense "persons" meant all persons employed by the Company, kind of similar to contract designers and rentals working in our plants these days. The point here is that this shows how important it is to choose words wisely when putting contact language together.

In South Stamping Plant the issue of the new Bay 12 robotic part transfer system has made the news.

As most of you will by now know, I advanced a position to the Company after meeting with the Committeeperson, that both the electricians and tooling people involved

receive training on the robotic part transfer system for press linking, so that everyone will be able to do their job in relation to this new (for South Stamping Plant) system.

My decision was based on the similarity of the issue to Bay 10 from March 1997 (letter from Skilled Trades National Staff Rep John Bettes) which saw both trades of the day receive training on that system. Early on in October I was called to a gathering of electricians in South Stamping and asked to explain my decision. At this session I was informed that tooling was doing all aspects of the work in Bay 10 and that even Engineering staff are doing programming changes to the Bay 10 part transfer system. I was informed that there has been no one from either trade trained since the original three people (one tool & die, two electricians) involved with the Bay 10 system have gone some time ago (at least two years). Since taking over this job in April, I was not aware of any problem regarding any issues in Bay 10, no grievances in the system, either before or after I came along, so in all

DISTRICT #12 REPORT



BY

Eugen E. Weber

Skilled Trades
District #12 Committeeperson

fairness to me, what have people been doing all this time since the decision of March 1997?

I have talked to John Bettes as has John Scanlan and all that is required is for the skilled trades chairperson to ask Mr. Bettes to come in and clarify the Definition of Initial Set-up regarding tool and die and tool proving of the system. John Bettes told me he would do this when called in.

In hindsight, one of the electricians I talked to that day said that "both trades should work together." Yes I believe that's true, both instead of one, what a concept! This could well apply to other areas of dispute without anyone losing or giving up anything in the process. All it takes is working together.

I would at this time like to offer condolences to the family of Bob Morin who passed away last month, we are truly sorry for your loss.

If you need to reach me, in-plant my phone is 905-644-2262, pager *97-2262 or out of plant pager 1-800-361-6793, PIN 2262.✱

Unite Against Terrorists

— continued from page 11

going ahead. We will try to force management to recognize your rights, and hopefully keep disruption to our working hours to a minimum.

Product Assurance

In the Regional Engineering Centre we are seeing the workload stabilize. We do have two mechanics on permanent layoff, but the good news is instead of eight notices for mechanics and two for machinists, the Company only re-issued four layoff notices to mechanics as a precautionary measure.

We have negotiated an extension to the two non-traditional jobs, which has prevented two mechanics from hitting the street. We will continue to work with management in this area, and hopefully get everybody back to work. I would like to wish Barry Worsley a speedy recovery.

1999 Bargaining Gains

By now you'll have seen your most recent

three percent increase from the last contract, and received your latest COLA increase. Our contract for 2002 is just around the corner, and the way things are right now, we are going to be in a very tough bargaining position come September 14, 2002.

We will have our demand sheets out shortly, so make sure you put down your suggestions as to what your priorities are for 2002. We bargain for you!

In Closing

I would like to close with a couple of sayings from John F. Kennedy, which still hold true today.

"Those who make peaceful revolution impossible will make violent revolution inevitable" and "Change is the law of life, and those who look only to the past or present are certain to miss the future." JFK 1963

Remember, if you have a problem, first let your supervisor try to resolve it, then call your committeeperson. If you still need help, call me 905-644-3780 or *97-3780.✱

Trades Training Still An Issue

Truck Plant

In my past few articles I have talked about some of the problems surrounding summer vacations in the plants that I represent. The problems that we encounter when we get to summer vacations are lack of people to replace those wishing to take vacations and in the company's eyes tradespeople who aren't as skilled as those they are being asked to back fill for. Year after year we hear the same things coming out of the mouths of management "we can't let people go because we don't have people that know the area." Year after year we tell the company hire more and train more people in other areas. At our last company/union bi-weekly meeting we spent a great deal of time discussing these very issues and it looks like we may be making a bit of headway.

The training department plan to build a matrix for all tradespeople and will take a look at the equipment in each area to see what tradespeople have been trained on what, and then set up a training schedule to have the training needs of each individual met. We will have to see if this is smoke and mirrors, but one thing is certain, the company has told us that they have had major production down time over the past few summers and they are going to address the problems.

Paint Air Quality Test

The company notified me in late September that they would be conducting air quality tests in the four bay area in the paint shop (south east corner in paint basement) because an employee had noted he got headaches when he

worked there. I suggested that if they were going to do this I would like air samples taken in other areas of paint as well, which they agreed to do. I also asked them to take a air sample outside the paint shop so I could reference the readings taken inside the plant to it. The readings were taken by Jamie Prince, the company certified Industrial Hygienist. I spoke to our union health and safety people about the reliability of these readings and I was assured the readings would be accurate. The readings are measured in parts per million and the allowable limits are 50 to 100 parts per million. None of the readings were remotely close to the allowable limits. The chart below shows the results of these readings.

Grievances

The grievances load does not appear to be lessening in zone 40. I have moved all grievances to the third step level that couldn't be resolved at second step. If you want to know the status of them you can either contact me and I will get hold of Gene Weber or contact Gene yourself.

SPAs

By the time you read this article you should have picked your new SPAs. We are to sit down with the company and iron out any problems resulting from last year's picking procedure.

South Stamping

We are still in dispute over the programming problems for the electricians and the tool and die makers on the new Bay 12 press

ZONE 40 REPORT



BY
Terry McDonald

Skilled Trades Committeeperson,
Zone 40

line. I called Gene Weber into the South Stamping Plant to meet with all of the electricians because they were not happy when they had heard that it was his position that tool & die would be involved in programming of the robots on the new press line. They were told that he plans to talk to John Bettes of the National Union for clarification on the issue. I have done a demarcation investigation on the programming work in Bay 10 and submitted it to the demarcation committee.

The mechanical grievance against outside contractors has been moved to third step and we were able to get a resolve on the electrical portion of the work done by the contractor.

Battery

I spoke to Gord Paige concerning the vibration training and he has assured me that he is going to start training someone for back up on this job. All grievances that I have for Battery have been resolved or moved to third step. The machine shop vs the IMM's issue has been resolved and a written agreement between the parties has been signed.

Remember to sign up for construction (do it weekly). Until the next time, I'll see you on the shop floor. If you need me page *97-2636 or phone 2636. 🍁

Sampling Location	TOHCs (ppm)	TP (mg/m3)	CO (ppm)	CO2 (ppm)	Temp (C)	RH (%)
Area sample, south of north side pedestrian door, maintenance crib	0.7-0.9	0.0671	<0.5	426-440	23.3	62.4
Area sample, on work bench, NW corner of maintenance crib	0.8	0.0613	<0.3	435-439	23.2	62.2
Area sample, work bench, south central location of maintenance crib.	0.8-1.0	0.0558	<0.3	447-451	23.1	63.0
Area sample, south side of prime sludge pit, Col. A12 34, outside maint. crib	2.2-2.6	0.1253-0.1507	0.3-0.6	427-434	23.3	63.4
Area sample, inside pump repair crib, Col. A8 50 basement	1.4-1.5	0.0607	<0.4	430-458	23.3	64.0
Area sample, lunchroom, located SW corner of paint shop	0.8-0.9	0.0301	<0.1	395-402	23.1	65.1
Area sample, in finesse area, on the oven level, near Col. K 45	0.9-1.0	0.0653	0.5-0.6	521-535	25.1	58.5
Area sample, clean floor level, on lunch table, near Col. A14 35	1.2-1.4	0.0674	0.6-0.7	475-482	26.3	50.1
Area sample, outside of the truck plant paint shop, "outside fresh air."	0.6-0.7	0.0352	<0.2	357-378	23.3	64.8

Updating A Variety Of Trades Safety Topics

South Stamping Plant Update

We have instituted an audit of all catwalks and work platforms in the basement of South Stamping. This audit will look at the accessibility to the press from these platforms — e.g.: ladders and handrails

Finally the Press Scrap Chute Covers are complete. These scrap chute covers have been rated and painted and fit to size.

A note to the Trades — these scrap chute covers are to be used as protection from falls into the scrap chute, not to be used as working platforms.

AS/RS Aisle Storage Cranes

Meetings are ongoing for the use of the Aisle Storage Cranes to be used as mobile work platforms. As of this deadline, we are formulating what issues need to be addressed to make the use of these cranes more maintenance compliant.

1. FRS radios be made available to all three shifts for uninterrupted communication when Trades are boarding the crane.

2. An Engineered platform is required to work on mast junction boxes. This platform will conform to man lift requirements.

3. Lockable control switches for the selection of Automatic and Maintenance Modes. Control of shuttle motion by lockable control switches.

Update all trades on Safe Work Practices when using cranes.

Asbestos Removal

An extensive amount of asbestos was



BY
Larry Carroll
CAW Skilled Trades
Health & Safety Representative

removed from the Parts and Service Building steam system at Column J-42. The removal was a planned removal with a Type 3 extraction process.

We seem to be getting the message across: 1. When we plan ahead; 2. When we communicate; 3. When we eliminate all potential hazards; and these parameters are met, the hazardous task of removing asbestos from the workplace can be done in a safe and professional manner. Well done! The removal of asbestos in the workplace will be an ongoing project!

Removing Galvanized Steel From The Workplace

We have initiated a campaign to reduce the use of galvanized steel in the work place. A good place to start is with Uni Strut—channel. This product comes in two manufactured forms — galvanized and mild steel.

If a job task calls for a specific metal because of chemical and/or outdoor application, then galvanized steel may be used. However, in all other non-chemical applications, mild steel Uni Strut should be used. This would alleviate hazards to welders especially!

Working Alone Procedure

Conversations with World Wide Facilities tradespeople on the floor have brought about meetings with upper management with



Al McPhee
Alternate CAW Skilled Trades
Health & Safety Representative

regards to some job assignments where trades believe they must work alone e.g.: brickers/carpenters.

From our meeting, it was established that any tradesperson who determines that his/her job assignment requires additional manpower, should contact the supervisor. Make them aware of your concern of working alone. If your request meets with any roadblocks, please give us a call at 3644 (in plant) and we will investigate your safety concern, and try removing the roadblock.

Kevlar Sleeves

When Car Body Plant implemented the Blue Line in Body in White and the Kevlar Policy for Skilled Trades, we received many calls on Kevlar asking, "Can I weld or burn with the sleeves on?" Answer — **No**, hot slag will burn and melt on Kevlar.

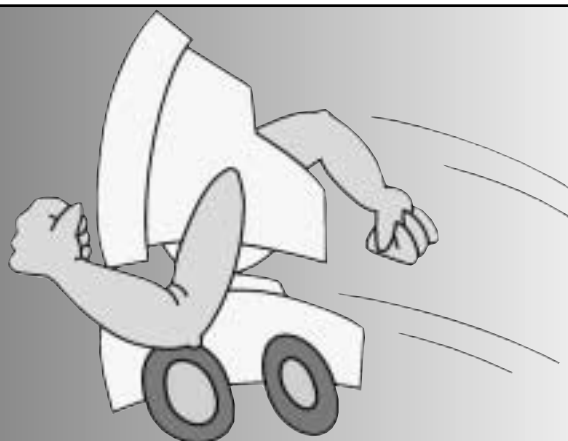
The bottom line on Kevlar for all trades is if you deem the Kevlar sleeves to be a safety hazard in your job performance call your supervisor and apprise him of your safety concern.

It is our opinion that Kevlar coveralls should not be worn. Car Body has discontinued the purchase of these Kevlar coveralls.

In closing, in the next issue we will provide you with an update on: Gate Box Control Access in Truck Plant T800; AMS Rail; dust test results; and an Update on Overhead Safety Check Procedure.

Till next issue Play It Safe! 🍁

CAW  **TCA**
LOCAL 222
@
www.cawlocal222.com



CAW Retirees Korner

At the time of reading, the following delegates will be in attendance at the National Pensioners and Senior Citizen's Federation Convention in Port Elgin October 10-13, 2001. They are brothers Russ Rak, Ben Wind, Frank Locke, Paul Kawzenuk, John Redko and Tony Silious.

The CAW are this year's sponsors; the more populated chapters were asked to help out financially. Delegates are countrywide and the executive is privy to make presentations to the federal government.

Congress of Union Retirees of Canada Convention will take place November 9-10, 2001 in Toronto. Delegates are sister Norma Guber, brothers Paul Kawzenuk, Bill Stacey, Russ Rak, Art Field and John Redko. This also is countrywide and involves all unions who are affiliated.

NDP Federal Convention will be in Winnipeg November 23-25, 2001, delegates are brothers Art Field, Paul Kawzenuk and John Redko. One of the prerequisites of delegates attending conventions is

CAW LOCAL 222 RETIREES' KORNER



BY

John Redko

Retirees' President



Bill Stacey

Retirees' Publicity Chairperson

to report to the membership meeting either singly or an overall speaker for all concerned.

Between summer and our first *Oshaworker* publication, some changes in dates regarding elections, etc., were changed. Having to make the deadline sometimes creates a little confusion, for that we regret any inconvenience.

We've had some interesting membership meetings since we began our fall season. Some were quite boisterous (I wouldn't say unruly). Plan to attend.

Food box, it was in dire need at Thanksgiving and more than likely will be for Christmas. With only three or four items in the food box, a recommendation was made for a cash donation of a thousand dollars. This was carried by the membership, thank you.

Retirees will be aware the pension increase also noted the beginning of the extra dollar deduction commencing October.

Our first dance was a huge success. Our next dance will be on November 9, 2001 and will be a 50s dance.

On November 28, 2001 there will be a Pool Tournament. Sign-up sheet is in the Retirees' chapter. It will be limited to 32 players with a closing date of November 23, 2001.

The euchres continue every Tuesday at 1:00 o'clock, everybody welcome.

Important Notice

Tickets for the December Christmas Dance will go on sale on December 10, 2001, at 10:00 a.m. in the Union Hall lobby. 🍁

WE SHALL REMEMBER

Name	Status	Date	Company
George D. Blake	Retired	September 25, 2001	GM
Robert Brewer	Retired	October 12, 2001	GM
Paul G. Evans	Retired	October 8, 2001	GM
Howard S. Ferguson	Retired	September 17, 2001	GM
John "Scott" Graham		October 1, 2001	GM
Albert Gravelle	Retired	September 25, 2001	GM
William A. Hope	Retired	September 28, 2001	GM
Richard H. Jones		October 13, 2001	GM
John M. Kerstens	Retired	September 25, 2001	GM
John I. Kusar	Retired	September 22, 2001	GM
George J. Larocque	Retired	October 15, 2001	GM
Leo P. Ledoux	Retired	September 21, 2001	GM
Percival L. Llewellyn		July 6, 2001	GM
Lawrence V. Mayo		October 3, 2001	Woodbridge Foam
Robert P. Morin		September 24, 2001	GM
Richard Nemisz	Retired	September 7, 2001	GM
William G. Redshaw	Retired	September 15, 2001	GM
Irene Slobodian	Retired	September 8, 2001	GM
Robert A. Strutt	Retired	September 20, 2001	GM
Grant L. Thompson	Retired	September 24, 2001	GM

Your Human Rights/Employment Equity And Female Advocates

Truck And Battery Plants



Harvey Ross

Harvey can be contacted at 644-1411 or pager *97-8685.

Diane can be contacted at 644-4175 or pager *97-8399.

Outside GM use

1-800-361-6793 to access the pager network.



Diane Cunningham

Car Plant, South Stamping And Tri-Link



Chris Smith

Chris can be contacted at 644-1114 or pager *97-1114.

Tina can be contacted at 644-4330.

Outside GM use 1-800-361-6793

to access the pager network.



Tina Moore

Due to multi-shift operations it may be necessary for you to leave a message.

Please include the area you work, shift number and a phone number you can be contacted at. Thank you.

*Family
Auxiliary
Conference,
October 11-14,
2001.*



Auxiliary Conference Report

The Conference was held October 11-14, at the CAW Education Centre in Port Elgin.

Sister Julie White, director of women's programs for the CAW, was responsible for setting the format for our conference. Julie was hired at 3M Canada in 1973 and became active in the union when, in May of 1974, the UAW struck 3M Canada over wages and pensions.

After the 12-week strike she began to take union educationals and became involved in health and safety and women's issues. She has held many executive board positions including guide, trustee and then an elected full-time position as financial secretary.

In 1999 she was elected as the first female president of Local 27 in London, Ontario which celebrated its 50th anniversary in 2000. She was a member of the National Executive Board from August 1998 to April 2001.



Left to right: Jo-Ann Hanna, Julie White, Deb Tveit.

In April 2001 Julie accepted the position as Director of Women's Programs National Office. The CAW now represents more than 50,000 women from coast to coast. One of her responsibilities is the Family Auxiliaries.

Congratulations Julie on your appointment and we certainly had a very successful conference.

Congratulations to our former director, Sister Cheryl Kryzaniwsky on her new appointment at the CAW National Office.

Our two workshop facilitators were Deb Tveit and Jo-Ann Hannah. Deb Tveit, CAW National Representative, organizing department, aboriginal member of CAW since 1989, and a past vice-president of Local 1859, past chairperson of Johnson Controls in Tillsonberg. She has been on staff with the National since 1999, mother of four children with two grandsons. She is dedicated to improving lives and encouraging and promoting women's voices for change in the union, families and in the community.

Jo-Ann Hannah has worked with the CAW Research Department of the National Office since 1991. She is responsible for pensions and benefits with rail, airlines, mining as well as other sectors. She also enjoys working with the Women's Department and the Education Department.

Before coming to the CAW, Jo-Ann worked with the Ontario NDP and was a policy advisor in Premier Bob Rae's office. She likes travelling, knitting and having friends over for dinner. She learned to scuba dive when she was 40 and has dived in many places including Zanzibar on the east coast of Africa.

The two workshops were "Women's Lives

CAW FAMILY AUXILIARY #27 REPORT



BY

**Jackie
Finn**

CAW Family Auxiliary #27
President

Beyond the Workplace" and "Finding Our Voices."

Both workshops were well received. Many sisters who felt that they could not get up in front of a group and talk into a microphone soon found out that, yes, they could, and spoke very clearly and with confidence.

We can only remain a strong, articulate auxiliary if we have an informed and active membership from which to develop the dynamic leaders required to meet head on the challenges of tomorrow. We can only develop those leaders through education.

We had a session called The Great Debate.

- Topic #1 OCAP protest in Jim Flaherty's office. Issue for debate: The CAW should withdraw funding from OCAP.

- Topic #2: Landscape equipment. Issue for debate: The municipality should ban the use of gas-powered equipment.

- Topic #3: Sunera Thobani's October 2 speech. Issue for debate: Sunera Thobani's remarks to the Women's Resistance Conference were inappropriate.

In the exercise, groups from two tables were assigned one of the above topics. One table was pro and the other con.

see AUXILIARY - page 17

CAW Family Auxiliary #27 Report – continued from page 16

• Process:

Opening Remarks (maximum three minutes per side)

— Speaker from the pro side, three-four points

— Speaker from the con side three-four points

— Response (maximum two minutes per side)

— Speaker from pro side responds to opening remarks from con side

— Speaker from con side responds to opening remarks of pro side

— Summary (maximum one minute per side)

— Speaker from pro side makes final point(s)

— Speaker from con side makes final point(s)

We had three speakers from each group. I was one of three who represented the con side for Topic #3. I found it most challenging.

We viewed the CAW video "Same Struggle, New Century," an excellent presentation and I encourage those of you who haven't viewed it to do so. We all enjoyed a wine and cheese party after.

Sunday morning we had our auxiliary reports.

Brantford Auxiliary #321 had eight delegates in attendance. They have 16 active members and they do a lot in their community. Woodstock Auxiliary #312 sent three delegates. They are a mighty group of nine, and celebrated their 50th anniversary this year. Their Local took the nine sisters out for dinner and presented each of them with a gold chain and pendant. These sisters also do tremendous work in their community.

Oshawa Auxiliary #27 had 22 delegates attend the conference. We have a total membership of 110, made up of 77 regular, six social and 27 retiree members. Members attending the conference from our auxiliary for their first time were Sisters Nancy Heney,

Noella Marshall, Margaret Comartin and Colleen Poulin. A lengthy discussion on what the members want to have for next year's conference was heard and we look forward to seeing all our sisters next year.

Saturday evening at dinner we celebrated Sister Alice Boneham's 92nd birthday. God Bless You, Alice.



Alice Bonham blowing out candles on her birthday cake. She was 92 years young on September 21, 2001.

Report Of Our Meeting Of Tuesday, October 2, 2001

I am proud to boast of our attendance of 43 sisters. Keep up the good work. Sister Amanda Grant was warm-heartedly welcomed into our family, and she volunteered to work on our social committee.

A moment of silence was observed for the lives that were lost on September 11th.

Sister Donna Murdock volunteered to do the 50/50 draw. Social Committee volunteers were Sisters Noella Marshall, Amanda Grant, Phyllis Munroe, Jean Hoar, Sharon Broadbent and Barb Seamons. The Entertainment Committee is Sisters Phyllis Clarke, Joyce Wilde, Dorothy McEachern, Ilene Watts.

Donations were made out into the community:

- Lung Association \$200
- Cornerstone Community Association, purchased table of four \$250 for their upcoming dinner
- Canadian Red Cross re: Disaster Recovery USA \$1,000

Congratulations to all the members of Local 222 for your very generous contribution towards this cause

- Simcoe Hall Settlement House, to put food on their empty shelves for Thanksgiving, \$300
- Whitby Mental Health Centre \$200 re: Wish Bulb, we chose the colours yellow representing hope and white for peace
- Donated two gifts for door prizes to be

used by the Auto Workers Community Credit Union at their AWCCU dinner of Thursday, October 18, 2001, when our credit union will celebrate Credit Union Day in both branches.

International Credit Union Day is celebrated the third Thursday of October. Each year it gives us an opportunity to remember our proud history, where our roots are. Credit Unions have been serving Canadians since 1900, when Alphonse Desjardins established the first "caisse populaire" in Quebec. Ontario's first credit union was founded in Ottawa in 1908.

Our AWCCU was established on April 2, 1938. As a member of the AWCCU I am proud to see that we were nominated for the Readers Choice Award 2001 in Oshawa This Week for the category of Bank/Trust/Credit Union.

Upcoming events to mark on your calendars:

- Penny Sale and Card Bingo Tuesday, November 6, 7:30 p.m..
- Members' Christmas Party, Tuesday, December 18, dinner 6:30 p.m..
- Children's Christmas Party Saturday December 8, 11:00 a.m..

Congratulations go out to Sister Lois and Brother Steve Nimigon who celebrated their 50th wedding anniversary on October 6th.

Sister Olive Clark celebrated her 85th birthday.

Congratulations to Sister Doreen and brother Bob Fogal who will celebrate their 40th wedding anniversary on November 4. An open house will be held on November 4 from 1:00 to 4:00 p.m. at Rundle Park, Park Road South. Relatives and friends invited.

Sisters, please remember to collect toiletries for the residents of Denise House for Christmas. Shampoos, soap, deodorant, pantyhose, etc., and bring them to our meetings of Tuesday, November 20 and December 4. Give them to Sister Marian Ross, who convenes this project each year. Remember non-perishable food items for Simcoe Hall Settlement House. See you at our meetings of Tuesday, November 20 and December 4, 2001. 🍁



Steve and Lois Nimigon celebrated their 50th wedding anniversary on October 6th.

Auxiliary 27 Members Meeting Notice

• • • • •
**Tuesday,
 January 1, 2002
 — No Meeting**

• • • • •
**Tuesday,
 January 15, 2002
 — Meetings Resume**

Valuable Information For Pre-Retirees

Before I get into the meat of my column, I would like to apologize to all of the brothers and their spouses who attended our Pre-Retirement Seminars and were unable to get the Canada Pension information directly.

Because of a labour dispute that's currently in progress at the federal government offices, we were unable to have a speaker to present a session on what options are available to you and your spouse.

I know if it was possible, Angie (our CPP rep) would be here with

bells on — but it's not her call, and her hands are tied. (Please hurry back. We (I) need you.)

This is a very important session along with your GM Pension. You get very valuable information to assist you both prior to your retirement.

That's why we have these Pre-Retirement Sessions, because we want you and your spouse to have the most current and accurate information to help you settle into a stable retirement with few or no hassles.

Note: I said you get accurate and current info from experts, not the production line "lawyer" or the guy who works with you (who supposedly knows everything).

For those people who attended sessions beginning September 10, September 24, and October 9, please feel free to call our secretary at the Union Hall, the very talented and able Marlene (905-723-1187 or 1-800-465-5458) to make arrangements to re-attend when the situation is settled at the CPP office.

Please don't e-mail me (I'm still at the playing solitaire and CDs stage).

When I'm doing these sessions I'm able to see the brothers and sisters who are attending and making an attempt to find out what retirement means and trying to make their later years as full and exciting as can be. I think back to yesteryear when some of our Union reps had the vision and farsightedness to see that we would need a program like this. Reps like Ray Finney and Karl Zimmerman (please forgive if I didn't mention others), I know there were more but remember I'm 70 and the old memory is starting to slip.

Each presenter is well qualified to give you an accurate session. The Auto Workers Community Credit Union reps Gwynne Cafik and Linda Foston will dazzle you with figures and the way they present it, well it's not boring — they do illustrations that give you the ups and downs of finances.

Charlie Peel and Bill Mutimer are like two old-time revival ministers, and their spiel on our pension and the \$50,000 is a thing to hear. Service rep Brian Bittorf covers our other benefits.

The lawyers are cool, and they tell you about wills, probates, power of attorney, etc.

Like I said before, Angie does a great job with the CPP sessions.

Don't delay, sign up now for a session: better late than never.

The consensus is five years before retiring is not bad to start preparing, but sooner would be better. ♣

PRE-RETIREMENT REPORT



BY

**Gord
"Chief"
Lindsay**



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LOCAL 222

1 2 3



Pre-Retirement Planning Course Application

Name _____ Spouse's Name _____

Serial No. _____ Dept. No. _____ Shift No. _____ Plant _____ Column No. _____

Home Address _____
House/Apt. No. _____ Street _____ City _____

Postal Code _____

Home Telephone No. _____

Supervisor's Name _____ Phone No. _____

Years of Service _____ Age _____ Will Your Spouse Attend: ☐ Yes ☐ No

Have You Planned A Retirement Date: ☐ Yes ☐ No If Yes, Please give approximate date _____

Support Drive To Expand Thickson Woods

UNION ROD & GUN CLUB
REPORT



BY
Roy J. Fleming

The Turkey Trap Shoot was again a success thanks to resident Rick Roddy and his committee. Bill Perryman took your money and with your score figured out your place and did you win a turkey? There were not many shooters although the weather was clear and bright. Bing Crosby was first and had the longest consecutive run so he got the biggest turkey, missing three birds in Class A. The trap worked just fine after weeks of adjusting. Chuck McKelvie was second, missing six birds. Charlie Kuiken was third in A class. Daryl Brown won B class and he said the turkey looked good to him. I was second and was happy with a turkey. Rod Wildman was third. Donny Davey, a 14-year-old shooting in his first turkey shoot, took home a turkey (dad did not). Bill Grealis, a target shooter, was second in C Class. Earl Whitaker, your casting chairman, was third and he said that turkey and a side dish of Scugog pickerel on his barbecue will go fine just before moose hunting. Todd and Michelle were two more talented shooters.

Did you notice Tom, Doug, Carl, and other good trap shooters, miss out on winning a turkey? As they say, one more broken bird. The Lewis System so many times is in your favour, other times you just miss out. The Committee was pleased to see young shooters with their dads. Other trap shooters were fishing on this good day. We will trap shoot until it gets too cold.

Orioles, both orchard and Baltimore, where have they gone? I always knew where I could see a hanging nest from a high tree, especially after the leaves have fallen. The last nest I remember seeing was a couple of years ago near Harmony Creek on Old Harmony Road, where the old bridge still stands. These nests are woven with leaves and small twigs plus cedar strips and

string, if it can be found. I have gazed for hours wondering how these nests swayed in the breeze but did not break and fall. I remember finding orioles looking for insects among the old apple trees. Maybe that is why they are named orchard orioles. At a quick glance they look like a streamlined robin but black shows up on the back feathers, with a rusty breast. The orchard oriole shows lots of orange and seems to prefer less open spaces, maybe to hide its flashy colour. A lady at Newcastle Harbour near Graham Creek tried to attract orioles using orange peel, it worked. The skin of the orange was what they noticed and stayed around. The squirrels and raccoons ate the orange peel.

Another bird I have not seen for a few years is the scarlet tanager, a bird that is very colourful. I used to see them north of West Whitby Township and south of Reach Township along heavy fences of buckthorn, where years ago I was pheasant hunting. I did not know if they could eat those awful tasting dark buckthorn berries.

I will keep looking for birds for when you are retired for 30 years you have to keep walking.

Thickson Woods

Thickson Woods is a wonderful small woods of very old trees in Whitby at Thickson Road. This property was purchased from a developer by local conservationists so you can see very old trees. The next part of the story is the conservationists wish to purchase some extra land that is owned by big developers wanting more buildings. These new factories could, with gases and smell, chase all the wildlife out of existing Thickson Woods. The price is large, but with your donations (that are

tax deductible) we can do this. The address is Thickson Woods Land Trust, Box 541, Whitby, ON L1N 5V3. This property is our neighbour, located just west of the Local 222 Hall on Phillip Murray. If you walk west from the Union Hall on the trail, you come to this conservation property, a small walk, worth your time and effort. You will see migrating birds you might not see any other place so near to home.

I have some good news for the outdoor folk about a new large outdoor park, as large as Algonquin Park, called Kawartha Highlands. This land of 35,000 hectares is all in southern Ontario. This new park has many small lakes. The boundaries are yet to be set, but it is north of Buckhorn Lake to almost Bancroft. This is a very large valley, situated along the southern edge of the Canadian Shield. An undeveloped area, it is mostly rolling hills, wetlands, forest and rocky barrens. This new park will feature hiking, canoeing, fishing, hunting, and maybe snowmobiling. The forests have hemlock, sugar maple, red oak, white pine growing on thin soil, and very rugged. Some areas are scrub, some wild flowers and plants. There is much planning to be done. If you wish more information you can call 613-332-3940, ext 253 or 255. There is a website, www.ontarioslivinglegacy.com. I have not visited this area but others I spoke with say it is wonderful canoeing.

The Second Marsh has a sign "Wetlands And Wild Life" which is a good sign. Education of trail users and marsh visitors is a main objective of these signs. The area has six new signs which are illustrated by wildlife artist Judie Shore. Every time I visit the Second Marsh, or any other marsh, there is something to see and hear. This area is so quiet you hear many strange sounds; sounds you might think are strange but are sounds of a bird or animal, or maybe a tree branch rubbing. Visit any time, it is open winter or summer.

Coyotes do the unexpected. A gardener told me about the coyotes eating his sweet corn. These coyotes rip the plant up and tear cobs off. Raccoons tear cobs off the cornstalk.

I need your help in stopping the City of Oshawa spraying geese eggs, or any nests that are handy. I suggest the dogs that run the parks at night chase the geese in the day from parks.

Indoor target, trap when available. We still need a trap chairman. Great position for a shooter who wishes to be a champion shooter. See you along the creek or at any marsh. ♣



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LOCAL 222

Ste. Thérèse/Negotiations

Perfect timing by Generous Motors on the announced closing of the Ste. Thérèse, Quebec Car Assembly Plant. This is slated for next September, which curiously happens to be when our Collective Agreement runs out. This will put some pressure on the CAW bargaining team because of the added strain which will occur on our SUB fund and closing language that will have to cover the 1,200-plus hourly workers and their families. No doubt the salary side of the GM management team will be looked after. There are already discussions on the possible relocation of salary members from Ste. Thérèse coming here to Oshawa. This will obviously increase the politics on the company side. Make sure to remind supervision in your area to watch behind their backs and behave or they could be replaced by someone from Ste. Thérèse.

With the downturn in the economy, especially in the auto sector, it will be a tough set of negotiations. For instance when 2002 bargaining begins, the Oshawa Assembly complex is the only one in Canada under the GM name that will be assembling cars and trucks.

St. Catharines has lost much of their workforce recently with technology changes and loss of products to Mexico and other offshore producers (remember free trade). London, Ontario is virtually a process of taxpayers foot-

ing the bill for the armor car division, while the diesel division holds its own depending on orders. Windsor and Woodstock have already been through many downsizing projects and layoffs in their facilities. This leaves Oshawa the hub of the GM bargaining process.

On the positive side we do build (worldwide corporate recognized) quality vehicles that rank at the top in cost savings and productivity. This has to be recognized by the corporation and we should be rewarded come next set of bargaining. Work standards/relief time should be our number one demand on the table for our assembly workers. Our Shop Committee will strive hard to make standards a major demand. I just hope the National Union understands it's time to properly address this issue fully!

Locker Break-ins

In both Plant #1 and #2 paint shops there has been recently a rash of locker break-ins. It's sad that people who make \$25-plus an hour have to stoop so low as to steal belongings from one of their own hourly brothers and sisters lockers. Be prepared, if you do get caught, you will be punished by the company and totally embarrassed by your fellow workers. We as a union find it very hard to defend members who steal from other members. For the very sick few who are doing this, think about it. We do have counselling if you are that depraved.

DISTRICT #4 REPORT



BY

Ron Carlyle

District #4 Committeeperson

Rumours

Since the September 11th attacks in the United States, the consumer confidence in North America has dropped considerably. The auto industry is most vulnerable to this. There are many rumours circulating on the effect this will cause us here in the Oshawa assembly plants. The company can only evaluate sales monthly and adjust accordingly — it will be a wait-and-see approach. Plant #2 will probably be hit worst since a lot of the product is fleet sales and in an older model. When we find out any information we will try to inform you ASAP.

Tribute to America

My wife and I have accumulated many American friends over the last few years with our travels to many NASCAR (real sports) events. Our hearts and prayers went out to them all on September 11th, 2001. To the Americans who work in our Oshawa plants, I along with our entire district share your sorrow. After all

see **ST. THERÈSE** — page 21

Annual Headcount Crunch Is On

Welcome to November, and now the crunch is on to eliminate jobs to reach the headcount that Detroit ordered this plant to reach by year end. Oh but Detroit we have tried and we keep trying but unfortunately we have everyone maxed out now and we are finding it very difficult to add work to a 60 minute work hour because mathematically there is no time left.

The Livid Team just could not deliver even after trading players from one team to another. The supervisors must just shiver when they get the marching orders to leave their supervisory job to make a play on good old Livid. A little bit of advice to you draftees, you better be prepared to leave your conscience at home as there is no place for honesty on this team.

We are presently meeting with the National Union as well as other members of the Shop Committee to discuss ways in which we can stop this corporation from their bully-like tactics in implementing these changes to your jobs. It is not uncommon these days for the respective IE reps or Livid Team to visit your

job, change it and within a month come back again to give you some more. How would they like it if every time they were given a job, someone who does not know how to perform it came in and did just that. Not once a model change but as frequently as seven times a year.

We need negotiated language that restricts this company from this form of management. We understand that the company has the right to look at our jobs and look at changes due to model changes and new technology but we will not accept this corporation's constant attempts to make gains on standard data with all their simos and place the work in the shuttle, when as we all know it should be done in the dwell time.

I realize that I have written about this issue in several issues of the *Oshaworker* but that in itself is testimony to just how important this issue is to you the membership. I know we have had successes in our standards disputes but it is also the constant intimidation that is occurring out on the shop floor that will not be tolerated.

This is not just exclusive to the production departments but expands into both material and our non-skilled maintenance depart-

DISTRICT #1 REPORT



BY

Greg Moffatt

District #1 Committeeperson

ment. They complain about the cleanliness of our plant but at the same time want to reduce our cleaning department to a skeleton crew.

This company must realize that we have an aging workforce in Oshawa who are, by their own account, the most productive in the Big Three. We all understand that as workers we must accept the fact that the auto industry is a dog-eat-dog industry and we have to stay competitive in the global arena but at the same time we say, enough is enough. We are less than a year away from negotiations and need to once again improve our standards language.

In closing I can be reached in-plant at 644-2480 or pager *97-2480 or from outside the plant at 1-800-361-6793 ID# 2480 Until next time...★

It's Time To Stand United On Standards

George Peapples, former CEO of General Motors Canadian operations once said, "We are going to build more vehicles with less people." The corporation looked at assembly operations within the Autoplex that General Motors could sell off to smaller companies and get the work done at a much cheaper labour rate. These operations were generally located close to the vehicle assembly plants and were dependent upon General Motors to stay in business. The company lined people up in Pickering to the tune of 15,000 to apply for phantom jobs at General Motors to demonstrate the pool of workers that were there to draw from.

The Union had to look at ways to stop this initiative, so they negotiated language to stop outsourcing of major components as well as pension initiatives, known as Document 12s, to encourage members to retire and secure jobs for our lower seniority members. For every job that was outsourced a Document 12 would be created but the company was restricted to just outsourcing small components.

The company then turned its attention to efficiency gains by validating every job and looking at creative ways of eliminating non-value added work, and placing work in shuttle times and simo moves. This meant the company was basically trying to make every second of every job fully utilized by the operator. You would no longer grab the gun then the bolts but grab the gun with one hand and the bolts with the other hand simultaneously. As the vehicle is coming into your workstation you would be expected to grab your stock and be ready to start your job as soon as it stops in front of you.

The Union responded in the '99 set of negotiations by obtaining 600 Document 13s to offset the job losses with retirements. These incentives are monetarily the same as Document 12s but allowed our members who had at least 10 years of seniority and were at least 55 years old the right to retire early. This was to take care of our senior members who were becoming less capable of keeping up with the increased workload. That is, if they could afford to live on a reduced pension and the loss of the special allowance.

The Union was also successful in negotiating better standards language as well as three standards reps to represent the Union's interests in the field of production standards. The way the dispute process works, a member who questions the time he or she is allowed

to perform an operation can first discuss it with his supervisor. If still not convinced he or she has enough time they can call for their committeeperson and the company IE rep and discuss it with them. If he or she are still not convinced, they can request the Union's time study rep who will review it with first the IE rep and if not yet resolved to the top of the house in the IE department. If not resolved at this stage a grievance can be filed and a special meeting between the parties will be set up without undue delay. The Union also retains the right to call upon the Personnel Director at any time through the grievance procedure in an effort to resolve the issue.

The Union also won the right to use the watch if there was a dispute between the standard data time and the time the operator actually takes to perform the operation. The company is challenging the wording on this part of the new language so it may have to be clarified.

So you might ask when does this all stop? Well, that is a good question, because this company is continuing to push the envelope on finding ways to eliminate jobs and overwork our members. They presently have about five supervisors in the Truck Plant from CAMI. They will tell you they are here because their plant is down to one shift and it is basically a make-work project for them.. I don't believe for one minute that this is the case. General

DISTRICT #11 REPORT



BY

Keith Osborne

District #11 Committeeperson

Motors has been sending our superintendents to CAMI and NUMI for years. These are two relatively new plants with a much younger workforce. They were built under the premise of team concept and are well known for their policy of elimination of work benches, and creating devices that carry your stock and guns directly on the line to cut down on walk time. I believe this is what they will be looking at and we will have to be on our toes to monitor this issue. Whatever you do, don't assist them as they cruise through your area.

I would be the first to admit that our standards language is not yet where we want it to be, but it will get better if we utilize the language we already have. We must continue to oppose any change of past practice in standards and track them so that we are better prepared for the 2002 set of negotiations. The Shop Committee and the National Union have already started to meet on this very issue to prepare ourselves for bargaining improvements on our language. Let's not fool ourselves, because as you know, with the announcement of the closure of the St.

see **IT'S TIME** - page 22

St. Therèse/Negotiations

— continued from page 20

this was not just an assault on the USA but it was an assault on all humanity. The gate collections for the victims and their families of the tragedy were one of the highest totals ever collected that our union has witnessed.

On a different note for September 14 (three days after the tragedy) the Plant #2 car assembly members were sent home because of stock shortages due to untimely delays and uncertainties. A few members took undeserving shots at elected reps (me being one) blaming the union (who else) for a late call made by the company. Let's not forget this wasn't a snowfall or other silly stuff related to weather problems. This was a major national tragedy that caused parts not getting to the plants on time due to delays along the borders etc. After all, you were sent home with 80-85 percent of your day's pay, which was negotiated by your union. I know it caused some aggra-

vation because you had to wake up and come to work that day and be sent home with SWW. But maybe just think of the 5,000 plus innocent people who went to work on September 11th in the World Trade Centre who didn't come home that day. For the few who criticized, aren't we maybe just a bit selfish?

EI And SUB

For those of you who are on layoff make sure you return your EI reporting cards in a prompt manner. Any problems get in touch with your SUB rep immediately.

In closing, anyone who wants to divert their \$1,200 vacation Christmas bonus for the tax purposes can call the benefit hotline and call Fidelity. Any questions you can contact me on my extension at 905-644-4010. Until later have a good day...✻

Retirees' Increases

It's that time of year again. The October 1, 2001 PCOLA adjustments were completed and reflected in pension payments to all eligible pensioners. This would also affect surviving spouses, but would only be 60 percent of the raise your spouse would have received.

- Pensioners who retired **prior to October 1, 1987** got a basic benefit rate increase of \$1.06 times your years of service.
- Pensioners who retired from **October 1, 1987 to September 19, 1993** received a basic benefit rate increase of \$1.14 times years of service. The total monthly benefit rate including Special Allowance caps at \$56.12 per month.
- Retirements from **October 1, 1993 to September 1, 1999** received a basic benefit rate increase of \$1.33 times years of service. The total including Special Allowance caps at \$68.78 per month.
- Retirements from **October 1, 1999 to September 1, 2001** received a PCOLA adjustment to the monthly basic benefit rate of \$1.60. Note: A, B and C codes will be limited to \$1.10 adjustment as the new basic benefit rate cannot exceed the rate for active employees. The maximum increase including Special Allowance cannot exceed \$55.00.
- Class D codes cannot exceed \$75 on retirement from October 1, 2000 and September 1, 2001.

Please understand a survivor option cost of five percent is also deducted from your increase, plus income tax. Five percent is the most common rate but this could be higher or lower depending on the age difference between you and your spouse.

Document 12s

You should have received your letter by the time you read this and to be eligible you must have March 1968 Oshawa seniority in production. Some skilled trades (electrical, tool & die, IMM, bricklayer and mouldmaker) will receive a Document 12 letter. All other trades received a Document 13 letter. You will have about 30 days to respond back "yes" or "no" on retirement next year.

On a personal note, my oldest son (age 21) was on Hwy. 401 when the traffic suddenly stopped in front of him and he collided with the car ahead. He was not charged but was definitely at fault. Motors Insurance sent him, and my wife and I, registered letters. On his letter it said his accident was an "at fault accident." He could no longer be insured with them and because our insurance is with the same company we could no longer allow him to drive our vehicles even though he has his own truck. I phoned Motors because I could not believe this could happen under the law, but was told at renewal they do not have to insure him. I asked if they had a Ministry of Transportation check of his driving and they said yes, and acknowledged he had nothing on it, no speeding, no improper lanes changes, nothing. He hasn't even had a parking ticket (not like his dad at

see **RETIRES'** - page 23

PENSION REPRESENTATIVE'S REPORT



BY

Charlie Peel

Status Of The Chassis Plant

I have been asked many times if I think things have been getting better in the Chassis Plant area.

My answer has always been the same.

First, the Company has not stopped doing away with jobs, e.g. production workers, URs, sweepers. Just last week the Union was trying to get a UR job posted in group 80 that had been vacant for about two weeks. When we met with the superintendent, he decided to eliminate the job.

The second part is discipline. We have always tried to get back to the supervisors dealing with the committeeperson to come to a satisfactory resolve or complete removal of being on notice. The supervisors were calling Labour Relations to deal with all discipline problems, big or small. Labour Relations gives the supervisor the penalty and what plant rule

to use. Is it funny the supervisors put you on notice, but they do not know for what.

Management decide they would go to a three-step program for smoking and if work is missed; this is just a delaying tactic.

They do not take into account human error, standard problems, bad parts, or if you called for your group leader. Note: if you call for your group leader and the line does not stop, it is not recorded because management believes that the system in the computer was of no use to them; you guessed it, more discipline, for as they say people failed to complete their job assignment and notify their group leader.

The group leader also has added responsibility, such as stocking the lines, chalking marks, torque checks, path visits and daily audits.

Chassis has recently got supervisors from

DISTRICT #6 REPORT



BY

Doug Sanders

District #6 Committeeperson

other car manufacturers. Because they are on contract, their future could be short-lived. They are so new they still think for themselves.

The Union has also had problems with management living up to what has been agreed to between the parties.

I always believed a person is only as good as their word. Their word is their bond. I had an agreement with Roman Szkilnyk of Labour Relations and he skated on me. I will have to get everything in writing.

So you be the judge, have things changed? The Company talks respect and dignity. Respect is earned, dignity is paid Friday. As for me I'm in an observing mode right now as we head towards September 2002 negotiations.

I will be getting demand sheets ready soon and handing them out with all District #6 reps. Start writing your ideas down for negotiations will be here before we know it.

Standards will be the number 1 demand, for jobs have to be do-able.

Until next time, I'm only a phone call away, 905-644-4694. ★

It's Time To Stand United

— continued from page 21

Thérèse Plant we are the only vehicle assembly plant left in Canada, so it will be up to this local to take on the fight. Our thoughts and prayers go out to our brothers and sisters in Quebec as they go throughout these turbulent times.

The Union recognizes the fact that the

company is going to look at ways in which to make gains to improve productivity but when you are recognized as the most productive plant already in the corporation, I believe it is time for us to draw a line in the sand and say enough is enough.

Until next time. ★

Are These People Crazy?!

Retirement is a **Big** decision and it's not to be taken lightly. When word came out that not all of the Document 13s went in Year Three, many members thought "these people must be crazy." They follow this statement usually by saying "give me \$50,000 and I'll retire!" I can tell you right now that many of these brothers and sisters who said No would gladly retire and take the \$50,000 but the money just isn't there, or they are so close to attaining 30 years, it doesn't make sense to retire before they attain 30 years!

To give you an example, let's take Joe Assembler who is 55 and has worked 23 years. His pension after tax is \$333.72 a week. Remember, this is your income for life once retired. There is no overtime in retirement!

Now let's look at Jill Assembler, who is 55 with 27 years. Her pension is \$385.40 a week after tax. If Jill works three more years and then retires, she'll receive \$540 a week after tax! So for her to retire now, she will have lost at least \$155/week (net) or to age 65 she would have lost over \$80,600 in pension income, just so she can retire now and take \$50,000. It doesn't make much sense to go now!

We all talk lightly about retirement, but it is a very serious decision! I don't think many of us could seriously take retirement and live on \$350 per week. Yet the guy down the line from you got a letter and said no to retirement, and the first thing you'll say to him is "are you nuts? Give me \$50,000 and I'll retire." I like to think of the \$50,000 as Lanacane. It will get rid of the itch, but it will come back. In other words, \$50,000 sounds and looks good, but after living on \$350/week for a while, it won't take long for you to use up that \$50,000 to supplement your income. Once the \$50,000 runs out, then what?

Many of us have a plan in place to retire. When the house is paid

off, or when the kids are finished school, or when our finances are in order, whatever! Now someone comes along a few years before you plan to retire and they offer you \$50,000 to retire today, instead of your planned date. Would this change your mind?

Does \$150/week less mean much to your plans? Does giving up \$80,000 to get \$50,000 make sense to you?

My reason for writing this is to give those of you who think these people are crazy for turning down the \$50,000 something to think about.

We have a great 30 and out pension plan, but those with less than 30 years can tell you the money is nothing to write home about or live on. This is why most have no choice but to turn this offer down. These members are going through enough anguish turning this \$50,000 offer down. They don't need their co-workers adding extra stress by asking "are you crazy?" Ask yourself if at age 55 you would want to live on \$350/week. I doubt it.

For those who have 30 or more years, the pension is better, but again it's a fixed income. I'll go on record now and say that I plan to work to age 55. This will give me 35 years service. Yes I could retire after 30 years at age 50 but my retirement plan works out better if I work until I'm 55. If at age 50 with 30 years I'm offered a pot of money to retire, I, like most now, would have to truly consider it. It wouldn't be an automatic decision.

So next time you think "are these people crazy" for not retiring, try to think of yourself retiring before you're ready. Would \$50,000 change your mind?

Retirement is a personal decision and calling them crazy for not retiring is a personal attack on them. Try to understand why they can't go and you'll see they're not crazy!

It should be noted that many with 30 plus years have had this offer for five years now and many are still here! This alone should make you understand that retirement isn't taken lightly, even with 30 plus years. These members understand that once on retirement, there's no coming back. So if you're not sure you can afford to retire, don't let \$50,000 sway your decision. Be sure this decision to retire is made on your financial situation and not by someone saying "if I had 30 years I'd be gone." I'll guarantee you most of these people will hit 30 years and still be working. Talk is cheap! Retiring before you're ready can be expensive!

Until next time. 🍁

ALTERNATE PENSION REPRESENTATIVE'S REPORT



BY

Bill Mutimer

Retirees' Increases

— continued from page 22

that age, radar got me a few times). Just some food for thought. We are now looking for another insurance broker, my wife and I plus our son. This doesn't seem right.

If you need me put in a call for your Pension Rep through your supervisor; I can be reached in-plant at 905-644-3642 or pager *97-1277; from outside the plant my pager is 1-800-361-6793, enter PIN 1277 then enter the phone number you can be reached at. Please note that even though the Internet is an easy way to communicate, we don't trust the confidentiality of the e-mail system. We will only reply to questions by phone, so if you do e-mail us, make sure you include a telephone number. 🍁

GENERAL MOTORS RETIREES

Our Best Wishes go out to the latest group of GM retirees. Good luck to each and every one of you. We wish you all the best in your future endeavours.

Name	Dept.	Years of Service	Retirement Date
Bhatia, Prem K.	68A	24.4	Nov. 2001
Couvier, Clifford E.	27	16.6	Nov. 2001
Deamone, Robert W.	44B	32.3	Nov. 2001
Gouvas, Elias L.	94	22.0	Nov. 2001



BY

Charlie Peel

Pension Representative



Bill Mutimer

Alternate Pension Representative

Name	Dept.	Years of Service	Retirement Date
Greathouse, Clyde	85	14.8	Oct. 2001
Grewal, Iqbal S.	85	25.3	Nov. 2001
Kauffeldt, Evert D.	44A	31.0	Nov. 2001
Vroegh, Evert	42	25.4	Nov. 2001

Status Of \$1,000 Bonus Appeal

As most of you know, on June 20, 2001 we were in Toronto for the \$1,000 signing bonus appeal, in front of the Umpire (Judge). We have just received the Umpire's decision and it wasn't in our favour. The next and final step of the appeal process is with the Federal Court of Canada.

Guarantee Date

The "Guarantee Date" is the **third Sunday in November**. This year it falls on **November 18, 2001**. Your SUB credits will be based on your seniority and being on the active employee roll on the "Guarantee Date."

Years of Seniority	Applicable	
Guarantee Date	Percentage	Credits
1 but less than 1.5	12.5%	6.5
1.5 but less than 2	25%	13
2 but less than 4	50%	26
4 but less than 7	75%	39
7 and over	100%	52

The credits you have been receiving each week, 0.5 or 1/2 credit, or 0.25, 1/4 if you have less than 18 months seniority are also included.

The credits are the minimum amount you will have but you will still receive 0.5 or 0.25 each week you work until your total of 52 or 104 credits is reached.

Members on their 10-year seniority date and on the active employee roll will automat-

SUB REPRESENTATIVES' REPORT			
	BY Dave Murphy SUB Representative		Dale Millson SUB Representative
			Terry Wilson Alternate SUB Representative

ically have 104 credited to their account. If you returned from a lay-off and missed the Guarantee Date you will have your credits adjusted, then you'll receive 0.5 credits a week until your total is 52 or 104 credits, or the Guarantee Date is reached again.

A member returning from ACSYS (Peregrine) back to General Motors will have their SUB credits adjusted. If this does not happen give us a call and we'll look after it for you.

Returning To Work After A Sick Leave (S&A Or Compensation)

If you're returning to work after being on a sick leave, (S&A or workers' compensation) for one or more weeks it is extremely important to put in a call for us right away because of the brief time limits. Call us through your supervisor and we will come to see you and put in your EI waiting period.

Make sure your supervisor faxes the call to

the correct fax number of 4608. If you haven't seen us within a couple of days after you have put in the call ask your committeeperson to page us for you. We have had a lot of supervisors faxing the calls to the wrong fax number.

SUB Rate

Rate = (base rate + COLA) x 40 = ??? x 65 percent

Listed below is an example.

$$\begin{aligned}
 & [(\$25.72 + .95) \times 40] \times .65 \\
 & (26.67 \times 40) \times .65 \\
 & 1066.80 \times .65 \\
 & = 693.42
 \end{aligned}$$

Dale's office number is 905-644-7839, inside plant pager *97-8099, out of the plant 1-800-361-6793, pin 8099.

Dave's office number is 905-644-1541, inside plant pager *97-8525, out of plant 1-800-361-6793, pin 8525.

Terry's pager is *97-8555, out of plant pin 8555.

Until next time, take care. 🍁

Signing Bonus Appeal Update

September 20th was not a good day. The decision from the Umpire arrived at the Union Hall and it was not in our favour. The Umpire stated, "I have thoroughly reviewed the material and come to the conclusion that the signing bonus arose from a transaction and, therefore, Section 36(19)(b) of the Regulations governs." Section 36(19)(b) states if the earnings arise from a transaction, the earnings shall be allocated to the week in which the transaction occurs. In this case the week of October 25, 1999.

The appeal is now in the hands of the National Union's lawyers. We will keep you posted on any new developments. Once again, thanks for your patience.

Conditional Drugs

There are several drugs that fall into this category for application for our members. To receive one of these drugs you must follow a few steps. First of all, you must request a

Special Drug Authorization Form along with the Criteria sheet for the drug you require. You get these forms by calling Green Shield at 1-888-711-1119 and they will mail them to you. We have most of them on hand at the Union Hall also. When you get the forms, take them to your doctor to be filled out. Make sure he reads the criteria sheet very carefully and the authorization form is fully completed when he gives it back to you. We recommend you photocopy the form before you send it back to Green Shield. Sending your form back can be done by your pharmacist, by mail, through the Union Hall or benefit reps. No matter which way you send your forms back to Green Shield, follow up by calling them to see if the drug is accepted or is refused. The pharmacy could give you the drug and forget to send the special authorization form in. They get you the drug by submitting the claim electronically and use a reason-for-use code. Then down the road there's an audit done and your form gets sent in

SERVICE REPRESENTATIVE'S REPORT	
	BY Mike McPhee Service Representative and Executive Board Member

through the audit at Green Shield's request and they find you didn't meet the criteria for the drug. Green Shield's been paying for the last year or maybe two. The pharmacy then has to pay Green Shield back all the monies paid in error. So make sure you call Green Shield and check that you have met the criteria for the requested drug.

Any questions on this issue, give us a call. If this happens to you and the pharmacy comes after you for the money because of their mistake, please contact us first before you do anything. 🍁

Prosthetic Appliance And Durable Medical Equipment Benefits

The following is the contract language for GM employees for these benefits:

(a) Company Arrangements

The Company shall continue its arrangements to make available, the Prosthetic Appliance and Durable Medical Equipment Benefits set forth in this Section as follows:

(b) Enrollment Classifications

Prosthetic Appliance and Durable Medical Equipment Benefits coverage for an eligible employee, retired employee or surviving spouse shall include coverage for dependents as they are defined in Section 1(c) of this Article.

(c) Description Of Benefits

Prosthetic Appliance and Durable Medical Equipment Benefits will be payable, subject to the conditions herein, if any covered person, while prosthetic appliance and durable medical equipment expense coverage is in effect with respect to such covered person, incurs covered prosthetic appliance and durable medical equipment expense.

(d) Definitions

As used herein:

(1) "physician" means a legally qualified and licensed medical practitioner. Solely in connection with the prescribing of prosthetic

lenses under subsection (e) (1) (ii) (aa) herein, an optometrist who is legally licensed to practice optometry at the time and place services are performed shall be deemed to be a physician to the extent that the optometrist renders services the optometrist is legally qualified to perform;

(2) "covered person" means the eligible employee, retired employee, eligible surviving spouse and their eligible dependents;

(3) "covered prosthetic appliance and durable medical equipment expense" means charges incurred for prosthetic appliances in accordance with subsection (e) (1) herein, or for durable medical equipment in accordance with subsection (e) (2) herein;

(4) "prosthetic appliance" means an external prosthetic device or an orthotic appliance as described in (e) (1) herein;

(5) "durable medical equipment" means an item of equipment as described in (e) (2) herein;

(6) "provider" means a facility or dealer which supplies prosthetic appliances or durable medical equipment;

(7) "usual, reasonable and customary" means the actual amount charged by a provider for a prosthetic appliance or for durable medical equipment, but only to the extent that the amount is reasonable and takes into consideration:

(i) the usual amount that the provider most frequently charges the majority of the provider's patients or customers for the prosthetic appliance or durable medical equipment provided;

(ii) the prevailing range of charges made in the same area by similar providers for the prosthetic appliance or durable medical equipment furnished; and

(iii) with respect to prosthetic appliances only, unusual circumstances or complications requiring additional time, skill and experience in connection with a particular prosthetic appliance.

(e) Benefits

(1) Prosthetic Appliances

(i) When obtained from a provider by a
see PROSTHETIC - page 26

INSURANCE AND SERVICE REPRESENTATIVES' REPORT



BY
Don Thompson
GM Insurance
Representative



Doug Crough
Service
Representative

WE'RE GETTING YOUR MAIL!

Your Oshaworkers are being returned to the Union Hall because of incomplete addresses, many due to incorrect postal codes or because we don't have your apartment number. Please call the Union Hall at 723-1187 or 1-800-465-5458, or mail in the notice below and ensure you get next month's issue.

CHANGE OF ADDRESS

Fill in and return to CAW Local 222, 1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4

Effective Date _____ Plant _____ Serial No. _____

Name _____

Street No. _____ Apt. No. _____

City _____ Postal Code _____

☐ Active Member

☐ Retired Member

☐ Surviving Spouse

Benefits At War

Well, with Clarica denying claims on the word of General Motors policy and now Green Shield denying claims for our members on the Bernstein diet, our benefits are being reduced to rubble on a daily basis. The nice impressive package is nothing but a token of a prize out of Crackerjacks box.

The joke of the day is if you fall down stairs, fall off a boat, slip down the stairs, hurt yourself in an unexpected way, you will have to serve a one week waiting period.

If you ask us about the definition we don't know, all we know at this point the so-called definition is "sudden unforeseen unexpected." What that is I don't know but you can call GM, maybe they can give the definition of what an accident is and also why the Bernstein diet does not work.

But you can call me and I will give you my

definition and what the contract says, at 644-3278 or page me at *97-8049 or have your supervisor put in a call for me at fax 644-4608.

Also if your claim for sick benefits is denied you must now sign an appeal form before we can do anything. This is another way of slowing the process down and creating more administration for the reps, but that's what the company wants; to disadvantage injured workers.

The last we heard is the National Union has only won six claims out of 60 appeals. We are going to request to have a meeting with our president to bring everyone up to speed of what is really happening.

Clarica

We have been informed that finally new cards will be sent but it will take about six

INSURANCE REPRESENTATIVE'S REPORT



BY

Dave Thompson

GM Insurance Representative

weeks. You should have them by the end of the year.

People have been asking us about Canada Savings Bonds. This is between the individuals and the company, but you can call toll-free 1-877-899-3599 to ask about them.

In closing I want to go on record in supporting our brothers and sisters in the industry who have to deal with the injured and dead and all the sick claims and insurance claims arising from the attacks of the World Trade Centre... Remember... God Bless America... And thanks to all of the workers who gave at the plant gate collection. ✱

Prosthetic Appliance And Durable Medical Equipment Benefits – continued from page 25

covered person on the advice in writing of the attending physician, benefits will be payable on a usual, reasonable and customary charge basis for external prostheses and orthotic appliances which replace all or part of a body organ (including contiguous tissue) or replace all or part of the functions of a permanently inoperative or a malfunctioning body organ. Benefits shall also be payable for the replacement, repairs, fittings and adjustments of such devices. To be covered under this benefit, however, the advice in writing of the attending physician must include a description of the equipment as well as the reason for use or the diagnosis.

(ii) Included in the external prostheses and orthotic appliances for which benefits shall be payable are:

(aa) Artificial arms, legs, eyes, ears, noses, larynxes, prosthetic lenses (for people lacking an organic lens or following cataract surgery); aniseikonic lenses; above or below knee or elbow prostheses; external cardiac pacemakers; terminal devices, such as a hand or hook whether or not an artificial limb is required.

(bb) Rigid or semi-rigid supporting devices (such as braces for the legs, arms, neck or back), splints, trusses; and appliances essential to the effective use of an artificial limb or corrective brace.

(cc) Ostomy sets and accessories, catheterization equipment, urinary sets, external breast prostheses (including surgi-

cal brassieres) and orthopedic shoes (when used as an integral part of an orthotic appliance).

(dd) Wig or hairpiece, including duplicates, when hair loss is due to chemotherapy or radiation treatment, alopecia (excluding the following natural non-medical conditions causing hair loss; luminaris, male pattern baldness, prematura, senilis and totalis), hypothyroidism, traumatic scald and scalp fungal infection.

(iii) Exclusions from this benefit (e)(1) include, but are not limited to:

(aa) Dental appliances, hearing aids and, except as provided above, eyeglasses;

(bb) Non-rigid appliances and supplies such as elastic stockings, garter belts, supports and corsets.

Limitations On Coverages

Covered prosthetic appliance and durable medical equipment expense does not include and no benefits are payable for:

(1) Prosthetic appliances or durable medical equipment furnished for any condition, disease, ailment or injury arising out of and in the course of employment;

(2) Charges for prosthetic appliances or durable medical equipment for which no charge is made that the covered person is legally obligated to pay or for which no charge would be made in the absence of Prosthetic Appliance and Durable Medical Equipment Benefits coverage;

(3) Charges for prosthetic appliances or durable medical equipment (or items or special features related thereto) which are not necessary, according to accepted standards of medical practice, or which are not ordered or prescribed by the attending physician;

(4) Charges for prosthetic appliances or durable medical equipment which do not meet professionally accepted standards, including charges for any such appliances or equipment which are experimental in nature;

(5) Charges for prosthetic appliances or durable medical equipment received as a result of disease, defect or injury due to an act of war, declared or undeclared;

(6) Charges for prosthetic appliances or durable medical equipment from any governmental agency which are obtained by the covered person without cost by compliance with laws or regulations enacted by any federal, provincial, municipal or other governmental body;

(7) Charges for any prosthetic appliances or durable medical equipment to the extent for which benefits are payable under any health care program supported in whole or in part by funds of the federal government or any province or political subdivision thereof;

(8) Charges for the completion of any insurance forms.

It is important to receive pre-approval from Green Shield Canada in regards to prosthetic appliance and durable medical equipment, as certain criteria must be met to qualify. ✱

Appeals Must Be "Authorized" Before Proceeding

In Oshawa there is a new procedure for denied S&A claims. Anyone who has a denied claim and wishes to appeal must contact their insurance representative and fill out an authorization form authorizing their Union rep to appeal the claim. The service representatives at the Union Hall also have these forms on hand if you wish to go to the hall.

Within a couple of months, you will receive a new Clarica card. Your Union representatives were successful in getting this

done. Some members had not received a new card since the Met-Life days and people were not sure if they could use the same ID and policy numbers, which you can and will.

As a result of the dependent certification survey forms that were mailed out in September for anyone with a dependent that is 18 yrs or older, some may have fallen off due to a number of reasons. If you receive a new Green Shield card in the mail that does not list all the dependents that it

ALTERNATE INSURANCE REPRESENTATIVE'S REPORT



BY

Barry Grills

Alternate GM Insurance Representative

should, put a call in for your benefits rep so that we can investigate and get the problem sorted out before you have any expenses for that dependent. ♣

CAW Fatalities

Heat Stress Fatality

A new member of CAW Local 414, Brother Kim Douglas Warner, passed away on August 6th at the Crissa Bakery in Barrie, which is part of Westons.

This bakery with about 40 members was certified with the Union a month before and the workers met two days before the fatality, to discuss bargaining demands for a first contract. At this meeting, they reported excess heat, lack of heat stress breaks and lack of sufficient amounts of cool water.

Brother Warner, 44 years old, had been working at the bakery since June. He was working a 12-hour shift at the end of an oven taking buns off the conveyor and placing them on trays. He was having trouble and vomited a couple of times. When he was taken to the hospital his inner body temperature was found to be in excess of the temperature at which organ failure begins to occur. The coroner determined Brother Warner passed away as a result of heat at work.

According to a co-worker the temperature in the bakery ranges from 38C on a cool day, up to 57C, which it was on the day in question when the temperature outside reached 33 degrees in Barrie.

The Ministry of Labour inspector went to the plant to investigate the fatality and at 1:00 a.m. found the temperature in the bakery to be 119 degrees F (48C).

The Inspector shut down the operation and issued orders for education and training signs, symptoms and prevention of heat stress. After compliance, the plant was re-opened.

When the plant was re-opened, the Ministry ordered 15 minute breaks each

hour, which were increased to 30 minutes each hour. The workers took their breaks in the air-conditioned cafeteria. Water fountains were installed.

The Ministry of Labour, the Police, the Union and the Coroner's office are investigating. The CAW is calling for an inquest.

Miner Killed In Sudbury

On Saturday, July 28, 2001 Kevin Payette, a member of CAW Local 598 employed by Falconbridge in Sudbury, was working in the Fraser Mine. He was in the process of blasting down a hung-up ore chute shortly before midnight when he became pinned by the shoot gate. Brother Payette was critically injured and was rushed to St. Joseph's Hospital via air ambulance. He died at 10:35 p.m. on Sunday, July 29. The police, the Ministry of Labour, the company, the union and joint health & safety committee, are investigating the fatality.

Fishers Lost at Sea

Rough weather conditions causing a small fishing vessel to capsize was the likely cause of the loss at sea of three members of the FFAW/CAW who did not return from a trip during the week of July 23. The Coast Guard conducted a search for the men, Boyd Hobbs, his son Darryl Hobbs and Darryl Clements, but was unsuccessful.

Fatality: Electrocution

Brother James Smyth, 41, was electrocuted on August 23, while switching power lines from one pole to another in a residential area.

James was employed by St. Catharines Hydro and lived in Vineland. He was not mar-

HEALTH & SAFETY REPORT



BY

Paul Goggan

Certified H&S Rep, Car Body, Hardware & South Stamping, Production & Skilled Trades and CAW Local 222 Executive Board Member (Trustee)

ried and was a member of CAW Local 199. He had worked for hydro companies for almost 20 years. Brother Smyth had worked at St. Catharines Hydro for about four years. He was one of 27 linemen employed there.

James made an electrical contact with a 120-volt secondary voltage line. As a result of that, he lowered himself into the bucket truck and lost consciousness. The primary current was isolated but the secondary current was still live, which was normal practice.

Brother Smyth was working with another lineman who was in a separate bucket and a supervisor. Co-workers called 911 and unsuccessfully tried to revive him with cardiopulmonary resuscitation. He was taken to Hotel Dieu Hospital in St. Catharines and pronounced dead.

The Ministry of Labour, the joint health & safety committee and the union are investigating the death. The union will call for a coroner's inquest.

Always remember: "There is no job so important or so urgent that it cannot be performed safely."

Until next issue, fighting back makes a difference. You can reach me at home 905-435-0900 or work 905-644-3608. My pager number is 1-800-361-6793 pager 3608 and my radio number is 3608. Please remember that your union cannot help you unless we know what your concerns are. ♣



BY

Larry Heffernan

H&S Representative,
Shift #1



Tom Conahan

H&S Representative,
Shift #2



Bob Thompson

H&S Representative,
Shift #3



Rick Borg

Alternate H&S Rep,
All 3 Shifts

Ministry Of Labour Amends Occupational Health And Safety Act

Shame On Them

This article is a follow-up to a previous article submitted in the *Oshaworker* to inform members of the proposed changes to the OHSA that we and others were lobbying the Ontario Government not to change. These changes, in our mind, do not enhance the protection of workers' rights in Ontario but make it much easier on companies to run their business without any disruptions.

During the past summer months there were a lot of petitions and letters sent to the Ontario Provincial Government and also the Ministry of Labour protesting the proposed changes and amendments to the Occupational Health and Safety Act, as we know it today. Unions across the province, especially with our CAW National Union leading the charge, were totally disgusted as these changes were all pro-company and did not enhance the protection of the working people of this province.

Most of the changes received Royal Assent on June 29, 2001 and Bill 57 was passed without the Unions or the public getting a chance to have much discussion or debate on the issues.

We will outline some of the changes to allow you — the members who we represent — the opportunity to know that these changes by the Conservative government did not enhance or improve your protection under the Occupational Health and Safety Act but instead allows the companies of Ontario more flexibility when it comes to your rights under the Act.

Work Refusals Section 43

Section 43(7) of the OHSA stated that inspectors had to investigate the work refusal "in the presence of the worker" but with Bill

57 this has been changed to "in consultation with the worker." This means that if you refuse work under the new Bill 57 The Ministry of Labour Inspector can resolve your refusal on the phone with you without physically coming into the plant to observe your refusal.

Hazardous Materials

Section 36 of the OHSA clearly outlines that employers shall maintain an inventory of all hazardous materials and all hazardous physical agents that are present in the workplace.

The new Bill 57 would repeal this section of the Act as well. But the Ministry of Labour has stated in a letter to CAW President Buzz Hargrove that they have to have more discussions with the federal government to receive notification information submitted to Environment Canada whenever a new substance is introduced to the market place.

The problem with this is that how does a worker in the Plant get a copy of this information when they are asked to work with a new hazardous substance? Today we have the right to refuse to work with the hazardous substance until the employer gives you a copy of the MSDS Sheet and you receive training.

Changes Section 52(1) Of The OHSA

This section of the Act requires employers to report the occurrence of an accident, explosion or fire that occurs in the workplace, where no person dies or is critically injured because of that occurrence, but if a person is disabled from performing his or her usual work, the employer is required to report the occurrence within four days to the Health and Safety Committee and the Director of the OHSA.

The changes in Bill 57 do not require the Director to be notified unless the MOL Inspector orders such. Also under Section 52(1) today the inspectors are required to give a copy of their order or report to the person who filed the complaint. Bill 57 changes alter this requirement to apply only when a worker asks for a copy. How are workers supposed to know that they are to ask for copy if they are not aware of the changes to the Act?

These are only three of the examples that you would be most familiar with in our Plants but there are many other changes to the OHSA. They range from Harmonizing Confined Space Regulation, Machine Guarding and Lockout and so many more there is not enough space to list them all.

All CAW Health and Safety Activists, National Union Leaders and Local Presidents in the CAW across Ontario have sent and read many letters this past months but to no avail. Our position all through these discussions was to have the Government look at improving workers' Health and Safety rights in Ontario, not to water them down to allow companies in Ontario to put workers we represent at greater risks in the workplace. Our arguments must have fallen on the deaf ears of our Provincial Government as they went ahead and passed Bill 57 on June 29, 2001.

We would like to thank our President Mike Shields for all the time, effort and dedication that he gave us during our campaign to have the entire Bill thrown out. The Union was successful in getting some changes to the Bill but with the short period of time and lack of public input, we were not able to persuade the government to throw out the entire Bill. We still do not agree with Bill 57. 🍁

FAMILY SUPPORT COMMITTEE

Information, Resources, Education — Confidentiality Assured

Gregg Valentine
Recording Secretary

Ron Davey
Chairperson

Pat McWade
Treasurer

You can leave a message for us through the Union Counsellors' offices at 644-4282 or 644-4283

Enlightening Breast Cancer Conference

As most people are aware, on September 18, 2001 the CAW Eastern Women's Network and the Durham Region Environmental Committee, sponsored a Prostate Cancer Awareness Forum. As well as joining with the Durham Regional Environment Council on this project, the CAW Eastern Women's Network members were part of the committee and financially supported the Breast Cancer and the Environment Conference, "Eyes Wide Open," in Peterborough on October 11-12. The whole event was a wonderful success and it was great to see both men and women there. I was fortunate enough to have taken some holidays to attend.

The Public Forum on Thursday night was opened with a fabulous speaker, Dr. Sam Epstein, M.D., D.Path., D.T.M.&H, who is a professor of Environmental and Occupational Medicine at the School of Public Health, University of Illinois Medical Centre in Chicago. He is an internationally recognized authority on the causes and prevention of cancer and is the author of many books: The Politics of Cancer, The Politics of Prevention, Safe Shopper's Bible, Breast Cancer Prevention Program. He is also an advisor to a wide-range of public interest, environmental, citizen activist and organized labour groups. He is also president of the Rachel

Carson Council and chairs the Cancer Prevention Coalition. If anybody gets the opportunity to hear this man speak about the topics mentioned, please do so.

It was an eye opener to a lot of women that taking 350 mgs of coated Aspirin, after meals, three times a week, would reduce their risk of breast cancer. He is a very interesting person to listen to.

On Friday there were six workshops which you could choose to attend. My first choice was "The Twelve Steps to the Prevention of Breast Cancer." The lecturer for this one was Dr. Alvin Pettie, M.D., F.R.C.S. (C) (OBS GYN). He is a pioneer Canadian gynecologist who focuses on complementary medicine using natural remedies for women's health issues. Dr. Pettie is an authority on integrative therapies for women and is the pre-eminent specialist in natural hormone replacement therapy.

I would like to share with you the 12 Steps to Breast Cancer Prevention.

1. Decrease saturated fats.
2. Lower BMI (Body Mass Index).
3. Do two to three hours aerobic exercise per week.
4. Increase Vitamin A (5000iu) & Beta-Carotene (20,000iu).
5. Increase Vitamin E (400iu) with Selenium (200mcg).
6. Increase Vitamin D (400iu) and

WOMEN'S COMMITTEE REPORT



BY

Kathleen Fowlie

Women's Committee Chairperson

Calcium (1500mg)

7. Increase cruciferous vegetables.
8. Increase soy based products.
9. Increase wheat bran.
10. Use virgin olive oil.
11. Use flaxseed.
12. a) Avoid synthetic hormones, use Progesterone Cream.
- b) Limit alcohol drinks.
- c) Insist on proper breast examination (he demonstrated the proper procedure)
- d) Discuss diagnostic tools, i.e.: thermography

(Dr. James Meschino, Dr. Alvin Pettie, Dr. Sandra Testaguzza.)

My second workshop was "Electromagnetic fields & breast cancer. What's the connection? How can we work for change?" There were two lecturers for this workshop. Magda Havas, Associate professor in Environmental and Resource Studies at Trent University. The second was Lorna Wilson, who is a former Bell Canada employee, who worked in their offices in Hamilton, Ontario. Lorna is one of nine employees who worked on the third floor and were diagnosed with cancer within months of each other. Lorna believes that her diagnosis was caused by exposure to electromagnetic fields at her workplace and that her exposure could have been prevented.

Congratulations to our Networking sister Gloria Jean Johnson and her conference planning partners, and the Women's Health Care Centre in Peterborough. A lot of hard work went into this conference and it was truly a great success.

Do you want to help to donate a free mammogram? The Breast Cancer Web Site is having trouble getting enough people to click onto it daily to meet their quota of donating at least one free mammogram a day to an underprivileged woman. It takes less than a minute to go to their site and click on "Donating a M" for free. Their corporate sponsors/advertisers, use the number of daily visits to donate a mammogram in exchange for advertising. The website is: <http://www.thebreastcancersite.com>.

The CAW Women's Committee will be hosting their annual Candlelight Vigil at the CAW Hall on Thursday December 6, 2001 at 6:00 p.m.. Please join us in our struggles to end the violence in our homes and in our communities.

December 6th Ceremony

Another year has come and gone.

December 6th should be a happy time of the year with getting ready for the holidays. Instead it is a very sad day, it's a day of remembrance.

On December 6, 1989 14 young women were gunned down by a young man with a rifle. He walked into L'École Polytechnique University in Montreal and started shooting.

This day should be a day of remembrance not only for the 14 women who were killed at the university in Montreal, but also for the men, women, and children in Oshawa, Durham, the Province, Canada, and those around the world.

The Women's Committee of Local 222 holds a Memorial Service every year on December 6 at the CAW Union Hall, 1425 Phillip Murray Avenue, Oshawa.

We hold a candle and tree lighting ceremony in memory of the 14 young women and whomever else you have in your heart.

The tree has 14 white lights that stay on for the month.

There will be guest speakers, and a light lunch will be served by the Family Auxiliary.

Everyone is welcome to come out starting at 6:00 p.m..

Dignity For All Our Seniors

Long Term Care is changing in Ontario. Just take a look around Durham Region and you can see many long Term Care Facilities being built or rebuilt. This is happening for good reasons. Firstly, the way we care for the frail and elderly has changed and become much more compassionate. Gone are the days when we would warehouse seniors four to a room and shared washrooms with even more. Every resident is entitled to an everyday life experience that mirrors equity that we wish for all Ontarians. We are all going to get old and many of us could very well spend our last years in a Home for the Aged.

That doesn't mean settle back and think that everything is all right. Did you know that individuals who are living in Care Homes, Nursing Homes, domiciliary hostels or emergency shelters are allocated \$112 per month for personal needs? That rate hasn't changed since late 1980s. Have any of your basic

hygiene products, clothes, shoes or haircuts you and I take for granted changed price in the last dozen years?

Check your cable TV or postage costs. Don't you think that some candy or chocolate shouldn't be out of reach for your grand parent, great aunt or uncle?

That doesn't cover many of the unmet dental needs of our seniors living in long term care. A growing number of seniors are retaining their natural teeth and deserve an expectation of a lifetime of good dental health.

On this front the Ontario government needs to establish and fully fund all the costs associated with a "Dental Care for Seniors in Need of Treatment Program." This can be administered by boards of health in accordance with the Report of the Advisory Committee on Dental Care for Seniors in Need.

At the very least we expect this in our nursing homes, but if the government is commit-

POLITICAL EDUCATION COMMITTEE REPORT



BY

Larry O'Connor

Political Education Committee Member

ted to a plan of allowing our seniors to age at home then it needs to be universal.

Often we forget that not all the people living on our street have the same level of collective bargaining gains that may see us in great comfort in our old age. Take a moment and write to the Minister of Health and Long Term Care, and thank him for the changes they have made. But also demand a change to the Comfort Allowance from \$112/month to at least \$160/month. Ontario's most deserving and frail seniors should enjoy the final years with grace and dignity they so richly deserve. 🍁

How I See It

Sometimes we see workers come together, dig deep and stand their ground on an issue and more times than not they get attention and incite change. Getting organized to provoke change starts with determination and education. Most of us have noticed the distributed pamphlets around our work areas pertaining to the Educational Seminars held at the local Union Hall. You probably know someone who has attended one of these courses and brought back current and viable information. I encourage you to utilize this opportunity to attend one of these four-hour seminars and share what you've learned with a co-worker. In my opinion there is nothing stronger than an educated workforce.

Within our Local and even across Canada I

have had the privilege of meeting many activists advocating for many different causes and what's struck me most has been their common appreciation for people, "People Before Profits". Unlike transnational corporations that lobby governments for change in areas like legislation to benefit and increase their ability to prosper at maximum profit potential, activists care whether or not you have a safe and environmentally sound workplace and/or community. I believe in people before profits and I believe in maintaining a high standard of living. The people I care about deserve nothing less and neither do you.

Thanks Due

I'd like to acknowledge the Executive Board for the assistance they've contributed

YOUTH COMMITTEE REPORT



BY

Ron Gibson Jr.

Youth Committee Member
ACSYS Unit

in the moulding and shaping of this Youth Committee, and the members and affiliates of the committee itself with a big thanks to Mike Shields, Terry Spence and Wayne Murphy for the support they've shown for youth involvement from day one in and out of the plant.

Unit Meetings

These meetings are good information sources, especially if you are new to a union shop and aren't particularly up on all your rights and plant wide rumours. The ability of learning from others examples or dilemmas is always abundant. If there are concerns regarding a certain plant rumour more than likely it can be laid to rest by putting it out there to be addressed. There is ongoing business such as a possible sale of a plant and possible changes after a new company takes over, for example. All in all, these meetings are informative and sociable. Hear what is said first-hand not what's stepped on 50 times by the time it hits your area.

Representation

Often times you'll see one of your reps walk through your area and be bombarded
see HOW - page 31

CAW Durham Regional Environment Council



Regular Monthly Meeting: Sunday, November 25, 2001

7:00 - 9:00 p.m. - CAW Local 222 Union Hall, 1425 Phillip Murray Ave.

Regular Business Meeting

For more information, go to www.cawlocal222.com, go to Links and click on the globe, or e-mail drenaud@cawdrec.com or call or call Dave Renaud at (905) 404-1279.

Endorsed by Locals 222, 1090, 524, 1996, 80, 1987, 1136, 584, 112 and 370.

Open to all CAW members interested in environmental issues.

Violence In The Workplace

Information courtesy of Wilson Banwell & Associates

- An employee in a large manufacturing firm is known to have a temper, and to be violent. He tells his co-workers that a U.S. employee who stormed into his workplace and shot several co-workers "had a good idea." When his supervisor criticizes his work, he punches him in the mouth.
- A high-profile manager gets drunk and beats his wife severely at an office Christmas party.
- An employee with psychotic tendencies is declared fit to return to work. He declares that he would "like to blow people away with an M16."

Violence in the workplace is not just a problem that affects other people in other places. The three cases above occurred recently in Canadian companies. The repercussions were serious. Workplace violence can be triggered by personal and organizational factors. Employers must know what these factors are. They must know what steps they can take to prevent and diffuse violent situations. What they don't know can create serious risks for both themselves and their employees.

How common is workplace violence? Most acts of violence are never reported. Even so, the U.S. Department of Justice reports that more than one million Americans are victimized at work annually, a loss of 1.75 million days of work and \$55 million in lost wages. These statistics show that 15 murders occur

UNION COUNSELLORS' REPORT



BY
Steve Bobas
Union Counsellor



Sharron Kehler
Union Counsellor

in the workplace each week, while other employees are attacked, threatened with violence or harassed.

Though Canadian statistics are not as thorough, B.C.'s Workers' Compensation Board reported 1,235 acts of violence claims in 1994; Alberta reported 726. Statistics include violence committed by employees and outsiders. Here, we focus on workplace violence committed by employees:

Certain types of organizations are more likely to breed violence. Experts attribute the high rate of violence to a structured, "military-like" working environment. Precursors to violence can be stormy disputes and the filing of an extraordinary number of grievances and injury claims.

An authoritarian management style and secretive company policies can stimulate workplace violence. Employees who feel ostracized, taunted or ridiculed also lack recognition for good work, and excess competition between work groups create triggers for workplace violence to occur.

Certain people are more likely to be violent at work. A history of violence is the best predictor of violence. Dr. Jim Browning,

director of Clinical Services at Wilson Banwell, says, "If a previously violent person lacks sufficient communication skills and doesn't feel they can verbally make their point, they are more likely to be violent." People who lack empathy, who are stimulation-seeking, reckless, grandiose and who don't learn from their mistakes can turn quickly to violence.

Victims may show post-traumatic reactions, i.e. shock, fear, anger and depression. They may feel angry at the employer for failing to provide a safe environment. It can have a serious impact on the whole organization.

It's also important to set up an emergency response team, to respond seriously to any signs or threats of violence.

Managers can minimize the risk of workplace violence by creating a safe, supportive workplace. They can also offer employee assistance programs for personal counselling.

Employees can benefit from training in conflict resolution, anger management, assertiveness, stress management and self-defence.

Ten Possible Triggers Of Workplace Violence

1. Poor management relations.
2. Strict hierarchy and rules.
3. Employee harassment.
4. Vague demands.
5. Ambiguous standards.
6. Inconsistent rule enforcement.
7. Ignoring cultural concerns.
8. Failure to address threats of violence.
9. Overcrowded, unpleasant workplace.
10. Insufficient workplace security.

Awareness can reduce workplace violence.

New Location

The CAW Hourly Employee Counselling Program has re-located their offices to 850 Wentworth Street West (the former Junior Achievement building). This off-site location is west of Stevenson Rd., on the north side of Wentworth St. As always, you can contact the elected representatives, Sharron Kehler at 905-644-4282 or Steve Bobas at 905-644-4283. ★

How I See It – continued from page 30

with complaints and/or questions. One might think this would be generally overwhelming but they manage and continue to decipher our complaints and concerns day in and day out, often acting in our best interests to address and possibly correct a problem.

The odd time I get to converse with reps in the GM Car Plant and they always emphasize for me to use the grievance procedure and always call for representation.

Chris Buckley and Jim Hoy, elected reps from the GM car plant, are firm believers in being accountable and visible for the membership they represent. When I speak with Hoy and/or Buckley they like to give me ***** and tell me I could do more. To be totally honest with you I can and so can the brothers and sisters we all work with. It is up to us, the people on the floor can and will make a difference. We

as workers are very fortunate to have these elected individuals fighting on our behalf.

ACSYS

For many of us here, the constant threat of closing down and losing our jobs was almost inconceivable but this is the way the game of today appears to be going in preparation for future negotiations, whether it be the sale of the plant or collective bargaining. The threat and uncertainty of our own future is leverage that the Corporations like to have hanging over all of us. Mackie Automotive knows this all too well. Credit is well deserved to our Bargaining Committee and National Representative John Graham. If you have concerns about your rights ask or call someone. If you would like to learn more about your rights take a course at the Union Hall. They are not only beneficial to you, they may also help the person you work beside. ★

SECOND OF A THREE PART SERIES

Drugs And Alcohol Escalate Domestic Abuse

How does drug and alcohol abuse relate to domestic violence? Mood altering substances such as drugs and alcohol can lessen abusers' moral restrictions against expressing negative and violent urges. The O.J. Simpson defense, "you made me do it," is often given by an abuser who is punishing his victim for imagined infractions of his control. Abusers will often use drugs or alcohol to release conscious control over his behaviours. The further excuse, "I didn't know what I was doing because I was under the influence of x [substance]" is then used. Drugs and/or alcohol are almost always present in domestic crimes resulting in injury or death of the victim.

As the abuser's habit becomes more severe, the addict loses all self-esteem. He softens the impact of his low self image with using the drug of choice. When he is unable to get his drug, often he will fall back on a

SUBSTANCE ABUSE REPRESENTATIVES' REPORT

BY **Larry Kirtley, Ron "Gibby" Gibson, Don Whalen** AND **Rick Mitchell**

display of false pride, expounding on grandiose plans for the future and acting as if he is the centre of the universe.

The term for such behavior is "all bluff and no stuff." Insecurity makes the addict supremely imaginative, offering over-charged solutions to minuscule dilemmas and fanciful, visions of the future to his shell shocked family and coworkers. Undoable promises multiply as the abuser inflates his own ego to the magnitude of the Wizard of Oz. Fabrications, stories, and lies support the thin illusion of the master plans he has woven.

When the abuser begins to believe himself, the sense of defeat becomes even greater when he does not achieve the success he visu-

alized. His wide eyed energy can fool others, especially those outside his immediate sphere of the people he regularly abuses, and disappoints. He becomes a hollow shell, finally realizing that nothing he can do will fulfill the promises he has made. Eventually even those in the outer circle, friends, co-workers, and clients, become angry when they realize the promises and plans are empty. They become angry and resentful at being taken for fools.

When confronted by his lack of ability to perform, the addict claims he has been set-up by the people around him. He turns back on his loved ones in a more violent abuse cycle. He projects his own character defects on oth-

see **DRUGS** - page 33

What Is A Women's Advocate?

This is a Union position held by a woman who has shown an interest and has been elected by the membership to provide a referral service to women and other members of the unit to access services within the community. They are an ear for someone who needs a hand in dealing with issues of abuse and violence in the home, workplace harassment, or any other concerns you may have.

Women's advocates have gone through extensive training to be capable of dealing with many different situations and have their training updated yearly to keep on top of the ever-changing needs they may be faced with. They listen to and talk with the individual in complete confidentiality and have at their disposal the means to steer the person in the right direction to community based services that may be pertinent for their individual situation. These women are trustworthy and non-judgmental in their approach to others' problems, whatever they may be. Most of these women have in-the-workplace phone lines that are inaccessible by others, again ensuring confidentiality.

Women advocates locally are in the following plants and are reachable by the following numbers:

Woodbridge Foam: Vicky Oberding:
905-434-8473 and fax # 905-434-1605

General Motors (Truck Plant):
Diane Cunningham: 905-644-4175,
pager # 8399

General Motors (Car Plant):
Tina Moore: 905-644-4330,
pager # 4330

PPG Canada: Heather Popadyn :
905-721-4170 and fax # 905-725-5623

Columbus McKinnon:
Frances Berney: 905-372-0153

Mackie Automotive: Kellie Scanlan:
905-743-6277

ACSYS Technologies (formerly Peregrine): Christine Thompson:
905-433-3349

Center Manufacturing: Judy Brooks
Below is a listing of crisis services within Durham region:

- **Lakeridge Health Oshawa:** 905-576-8711
- **Lakeridge Health Crisis team:** 905-433-4384
- **Durham Distress Centre:** 905-433-1121, 905-427-5839, 905-985-3434
- **Kids Help Phone:** 1-800-668-6868
- **Oshawa-Durham Rape Crisis Centre:**

905-725-2241

- **Pinewood Centre drug & alcohol crisis line:** 905-723-8195
- **Sexual assault care centre:** 905-668-6831
- **Children's Aid Society:** 905-433-1551 or 1-800-461-8140
- **Family Counselling Oshawa:** 905-721-1620, Ajax 905-683-3451
- **SOS Femmes (French language information and crisis counseling):** 1-800-387-8603
- **Durham financial assistance:** 905-721-6163

Emergency Shelters:

- **Denise House (Oshawa):** 1-800-263-3725
- **Bethesda House (Bowmanville):** 905-623-6050 or 1-800-338-3397
- **YWCA Apple project (Ajax-Pickering):** 905-427-4924
- **YWCA (Oshawa):** 905-576-8880
- **Ark Teen Centre:** 905-571-5161
- **Cornerstone Men's Hostel:** 905-433-0254
- **All emergencies call 911**
- **Police information only:** 905-579-1520*

Four Hour Seminars Nov. 14th & 21st

Congratulations to the following people who attended our education seminar on September 27.

Family Law: *Instructors Pat McWade, Ron Davey, Gregg Valentine and CAW lawyer Ken McPherson, (Ken, we thank you for your ongoing volunteer support of our seminars,)* William Doherty, Cindy Kerlow, Vanessa Cleveland.

Globalization: *Instructor Rick Cleveland Vice Education Committee and National Instructor, Joe Clarke, Clara Lewis, Charles P. Oliffe, John Ledgerwood and Don Harvey.*

Environment: *Instructors Dave Renaud Environment Committee, Dan Boone National Rep, Joe Balogh, Cliff Cassels, Phil Masson, Lee Morris, Angie Ruff, Martin Mueller and Terry Thompson.*

CPR: *Instructor Peter Robertson Safety coordinator, Steve Bullock, Tanya Joello, Kevin Dunne, Noel Harpaul, Gary Heron and Rick Sanders.*

Grievance Procedure: *Paul Goggan Health and Safety Car Plant Rep and National Instructor, Matt Black, Herb Cooper, Ron Gibson Jr., David P. Marion and Andrea McMaster.*

The next four hour seminars at the Union Hall are Wednesday, November 14 and Wednesday, November 21.

Course List

1. Grievance Procedure
2. Family Law
3. Budgeting
4. CPR
5. Human Rights

6. Globalization and Politics
7. Ergonomics Basic
8. WSIB — offered part 1 on Tuesday November 13, part 2 on Wednesday November 14, also part 1 Tuesday November 20 and part 2 Wednesday November 21.

9. Environment
10. Health and Safety

Please include your second choice and your phone number so we can contact you a day before the course. Anyone who wishes assistance, example; if someone is hearing impaired, give the education committee members advance notice so we can try to accommodate.

CAW/McMaster Certificate Program continues in the spring and the union negotiated a tuition refund program, which pays for the GM and ACSYS (Peregrine) courses 100 percent. These courses are credit courses that can be applied to university credits. Labour and the Internet, Challenges to the Labour

EDUCATION COMMITTEE REPORT



BY
Lynn Argue-Hogarth
Education Committee Chairperson

Movement, Globalization and Democracy, History of the CAW, New course Labour Documentaries. Please contact me at 905-644-0498 between 11:00 p.m. and 6:30 a.m. or leave a message at 905-259-1177.

Thank you from the Education Committee: Lynn Hogarth, Chairperson (from Truck Plant); Rick Reid, Vice Chairperson (Car Plant); Rick Cleveland, Vice Chairperson (Car Hardware); Craig Baumgartner, Secretary (Truck Motorline); Merv Scott (Car); Rick Button (Car); Tim Pearce (Car); Bob St Jules (Mackie); Brian Richardson (Lear); Chuck Crossen (Blue Circle).✶

Local Union Seminars Application

Course Date

Your Name

Address

Phone

Name of Unit

Plant Name

Your Area

Shift # (if any)

1st Choice

Name & No. of Course

2nd Choice

Drugs And Alcohol – continued from page 32

ers, accusing them of lying to him, leading him on, sneaking around behind his back, trying to steal the rewards he deserves.

His defense of himself is often vicious. His counterattack for any criticism can be far beyond the scope of the original problem. He blames, and retaliates against, everyone around him for the problem.

The ego display on the outside is a measure of the insecurity and moral degradation on the inside. False pride is an excellent test of an abuser with an out-of-control drug or alcohol dependency.

Manipulative Cons

Drug and alcohol abusers are continually developing stories to put off their inevitable failure. Some of the most common cons they use to flimflam those around them are:

1. The cheque is in the mail.
2. I'm late because (long, involved excuse) and I promise it won't happen again.
3. When I called you, I couldn't leave a message because I hate machines. (but you were not away from the phone).
4. Please forgive me for dumping my rage on you. I promise I won't do it again. It was a fluke.
5. You don't want to buy that house (car/dress) do you? (controlling mind game)
6. Nothing's wrong. I'm not angry. (grinding his teeth)
7. I would never talk about you behind your back. Don't you trust me?
8. You know I was traumatized as a child and you are now doing to me exactly what my mother used to do.
9. If you don't spend all your time with me, I will die of a broken heart.

10. I wouldn't be here if I didn't love you. You are too needy if you want me to keep saying I love you all the time.

11. I wish you were more like my ex-husband (ex-wife, boyfriend, etc.) when we make love. He/she really knew how to make me feel good.

12. If you would only make more money (or lose weight or were prettier) I would be happy with you.

13. I wouldn't ever drive when I'm drinking. How can you accuse me of that? (alcohol smell on his breath).

14. You make me so crazy. I have to drink (or do drugs or have extra-marital affairs) just to stay sane.

15. Why do you make me hit you? If you would only try harder to be good then I wouldn't have to punish you and I could feel better about myself.✶

Rumours And Innuendos

Many of the recent events in the U.S. with the horrific bombings and subsequent anthrax scare have eroded the public perception that we live in safe countries. To an extent this is true, but the events have made us all think of our daily lives in a different way. We'll never be the same. Increased security measures at the borders between Canada and the U.S. have created some downtime at the Oshawa Car Assembly and it has made people very wary of air travel.

I was proud of the monetary contributions all the brothers and sisters gave at the gates, you should all be proud.

Department 61, 68B

Two of the job disputes have been resolved in Group 80 as elements were removed to create jobs which were previously over cycle, and are currently within cycle time. It's too bad, the company drags their heels when you show them the discrepancies and they still balk at common sense. Thanks to the operators, URs and group leaders who also went to bat for the affected employees, telling management that the jobs were not able to be completed in cycle time. Some of the issues we have brought up recently were the shortage of TPTs in Department 61. We were six TPTs short departmentally and had brought our concerns up the management ladder in order to get these requisitions, which are being filled. It's very hard for management to deny PAA's and vacation days, as well as make the argument they don't have manpower when there is this kind of a shortage.

All the best to Larry Mainland who has

moved on to the Battery Plant, I know you will be missed and all the best to you. We are in the process at time of writing to fill the high Paragraph 62 transfer to the Road and Roll classification.

Department 70

We still are meeting in regards to the promised wash up area and the repairs for the lunch area. The exhaust vent cleaning has been taking place as well. The weeks of October 15th and November 5th are layoff weeks for Plant #2 and we made sure that people had remain-at-work forms in as well as filling out EI forms for those who weren't in the computer automatically for these periods. The #4 line driving job is still an issue that is not resolved at time of writing, but Jim Douglas and the union know what the company agreed to and the intent of the MOU. We will continue to work on this issue.

Department 44C, 2A, 17, 67

Department 44C has finished the canvass for all the areas in Plant #1 and #2 filling the jobs, shifts and the new areas in seniority order. If you've recently moved into Zone #55 I'd like to welcome you and don't hesitate to call myself or Jim Finlay on Shift #1. I attended a meeting on September 28 at the new engineering building which encompasses Departments 2A and 17. Management had requested Department 17 hourly personnel attend and I attended as well. Many issues which our hourly members brought up are going to be addressed such as backup computer files for work previously and currently

ZONE 55 REPORT

BY

Steve Bullock

Zone 55 Committeeperson



done, Lotus note interfacing, categorizing of jobs and an easier access system set up for customers to get parts into the lab for our Department 17. Paula Ambra will assume supervisory duties over both 2A and 17 reporting to Karen Lowe and Gary Whorpole.

Our Paint Inspection and Repair area and the ventilation problem which we were experiencing is close to a resolve at time of writing. Merv Scott, our Health and Safety Rep, has been working with the many layers of management we all know we have in order to resolve this issue.

Rumours

Remember what time it is, less than a year from now, contract time. We will hear management plant many rumours through their minions throughout the next year while they test the membership on issues such as different hourly schedules, Saturday scheduling, layoffs etc.etc. Remember they are no different from a fisherman trying different bait while trying to entice fish. The question is, I don't think the membership will bite the bait.

I can be reached in-plant at 3175, pager #97-8240, out-of-plant @ 1-800-361-6793 pager I.D.#8240 or email sbullock@sprint.ca.

In Solidarity.✳

IE Can't Wait To Take Their Breaks

Suppliers working in the plant has become a major screw-up. Some of these suppliers are in the plants over three days. Document 124 of the Master Agreement states they are to be in this plant no more than three days. What they have been doing is putting different part numbers on their sheets. If you see these suppliers working on the same part, or working on the line, call your committeeperson right away. These vendors are not to be on the lines.

Well isn't this just great, the IE Department can load up every job in hardware, but when it comes to breaks and lunches the IE people are at the front of the line. Meanwhile the production people only have an 18-minute break and a half-hour lunch. While everyone else is back to work, the IE Department can take an extra half-hour for each one of their breaks. Well it's too bad the IE Department can't remember who builds these cars. This makes one wonder where the "fat" is.

Maybe the IE people should go to work

ZONE 46 REPORT

BY

Rick Wilson

Zone 46 Committeeperson



on the line. Maybe then they would realize that they should wait to go until most of the break is done.

I can be reached at pager *97-1744, out-of-plant at 1-800-361-6793, PIN 1744, at home 905-436-0077.✳

Manpower Problems... Still!

Here we go again. Now all the summer help is gone, the BS starts again: no extra people to cover jobs for contractual time off, PAA days, "washroom breaks," etc., because Team Leaders are on the line.

When in hell will these Big Boys at the top of the corporate ladder wake the hell up and understand that enough is enough (clean up your own back yard, you're top heavy with white collars) you're not blue collar heavy. Who makes your profits? The workers, not a bunch of executives sitting on their behinds playing with people's livelihoods.

I wonder if these people ever had to wait for a half-an-hour to relieve themselves. Instead of cutting the "worker bees" that make you and the stockholders your "honey" just maybe you should clean your own dead weight and fat and put back some workers, instead of cutting more and more of our jobs. Then just maybe we could go watch our kids play hockey or soccer, etc., or be able to go to the washroom when we

need to, or so we don't have to take a bunch of medication just to allow our bodies to function.

I put a challenge to any executive out there to come and work on an assembly line for one full month and just maybe you will understand the frustration of us, the "worker."

Standards And Negotiations

I can assure you, the membership, that our Shop committee is united for the next set of negotiations to fight for standards as the number one issue. Second we need to have some massage therapy coverage, etc., as we are not getting any younger. There will be a lot of issues but standards is first because of job overload. GM just keeps loading and loading jobs until you can't even wipe your nose. Personally I am more than willing to walk a picket line if need be on this issue, as I said — Enough is Enough.

I would like to congratulate my son Ken

ZONE 62 REPORT



BY

Randy O'Reilly

Zone 62 Committeeperson

for his acceptance into the Navy. Ken worked in Group 41 upstairs door line and I know that he will be missed by his friends and co-workers up there and other groups. Also I am very proud of my son. I will miss him not just as his father but as his friend. All the best from all your friends at GM, Ken, our hearts and prayers are with you.

Also I would like to congratulate Charlie Kingyens from Department 90 on his retirement, all the best Charlie.

I can be reached by pager in-plant at *97-6192, outside the plant at 1-800-361-6793 PIN 6192, or by phone at 905-644-6192. ✱

Around The Zone

Once again our membership proved when there is a need they will respond generously. Of course I am referring to the recent collection for the victims of the terrorist attack. A total of \$50,000 from Local 222, that is the largest gate collection in this Union's history.

On the topic of the incidents of September 11th, our lives will never be the same. I personally think we have yet to feel the massive impact this incident will have on the world.

With the loss of life by so many, it really makes you appreciate the little things that sometimes we take for granted, our loved ones, and our country.

Around The Zone

Battery:

I would like to welcome those brothers who transferred in from other departments; any questions feel free to put a call in, it is your right to do so.

The folks that work in the plant are aware of the shape this plant is in. Management has said we need to produce 7,200 batteries per day. The plant average is around 6,300. The big question is why we can't reach that num-

ber? My answer is we have equipment that is not working as it should. Preventive maintenance that is not done as frequently, and process changes that have been implemented by the company in recent years, e.g. vertical stacking. I hope that management listens to the suggestions put forward by the workers so that this plant can once again be a world-class facility.

South Stamping

We have a number of management changes on shift, I wish I could say it was for the good of the worker. I believe management has made a huge mistake by making these changes. Working with people, treating them with respect, and listening to their concerns will result in a very productive workforce. Mark Griffin's boot camp mentality will not work in the South Stamping Plant.

It's good to see Bill Whatley back after his illness. We wish a speedy recovery to Doug Arthurs and Joe Sanunes.

Tri-Link And Control Arms

This plant is feeling the layoff directly as it occurs in Plant #2. Our members will see one or two weeks before the end of the year, with more expected in the new year. Management has cooperated with the Union, allowing sen-

ZONE 35 REPORT



BY

Dave Sitaram

Zone 35 Committeeperson,
Tri Link - Battery - South Stamping - Control Arms

ior members to take the layoff on a voluntary basis.

Credit Union

A number of our members who retired under the Document 12 or 13 invested their \$50,000 with our Credit Union. The feedback from these brothers and sisters has been very positive. I strongly recommend anyone who is retiring to make an appointment with one of the financial planners at the Credit Union. You will not be disappointed.

In Closing

Once again we will be organizing a food, toy, clothing and financial drive for the less fortunate. We will kick this drive off starting November 25 with all the proceeds going to Celebration City Christian Fellowship.

This is the third year and judging from the last two years, we expect a very successful drive. I invite those who would like to assist or donate to please contact me at pager 4501 or at home 905-436-6039. ✱

First Annual Willoughby Cup Fallfest Golf Tournament

What started out as a "neat idea someday" blossomed into a huge golf tournament that brought out 144 CAW members, family and friends, with 84 plus on a waiting list. The tournament took place at Sunnybrae Golf Course in Port Perry on October 5, 2001. In spite of the miserable weather, the participants echoed nothing but praise for a well-run, fun day on the golf course.

Thousands of dollars in prizes and donations were given out to the players and I thank all those who donated items and services to the event.

I ask all participants and our members, to remember those that were so generous by supporting the businesses listed below:

- Crows Sports
- Molson Breweries
- New Vision Optical
- Brick Peterborough
- Green Shield
- Durham Optical
- David R. Black — Optometrist
- Bond Optical
- Hakim Optical
- The Eye Shoppe
- Barklay's
- Le Skratz
- Gino's Pizza
- Oak Country Canada
- Computer Warehouse
- Labatt's Breweries
- Sport Check
- Play It Again Sports
- Liquidation World
- Dr. Anthony G. Lysyk
- Sunnybrae Golf Course
- Square Boy Pizza
- Golden Griddle
- El Stavro's
- Auto Magic
- Montana's
- Kathryn Shop Peterborough
- Si Vous Play Sportswear
- Evolutions Hair Design
- Flying Squirrel
- Ruddy Electric
- Wilson's & Lee Ltd.
- Million Dollar Saloon
- Timothy's Hair Centre
- Mauch's Pet Superstore
- Roy Nichol's
- Pro Golf
- A&M Sales Co.
- Pinecrest Sports Centre
- Future Shop
- Ontario Motor Sales
- Kelsey's Restaurants

- Red Lobster
- RodMann's Restaurant
- Tailgate Charlie's
- Vin Bon Wines
- Brew Bye You Peterborough
- Frames Ford
- South China Restaurant
- Rick Sniderman
- Wal Mart
- Steve's Leather
- Mike's Hard Lemonade
- Mike's Fish & Chips
- Mickey Finn's
- Mr. Burger
- Dynamics Of Golf
- Waltzing Weasel
- Wholesale Leisurewear Distributor
- Harpo's Restaurant
- Cliff Mills
- Tim Horton's
- Partsource
- Teddy's Restaurant
- Art & Technique
- Don Cherry's
- Gus Brown Pontiac
- Halenda's
- Tint King
- Bicycle Place
- Travelodge Oshawa
- Watters Marketing
- Forbidden Pleasures
- Office Place
- Bob Myers
- Home Depot Whitby & Peterborough
- K-Promotions
- Petsmart Whitby
- Durham Optical
- Par-T-Golf Port Hope
- CAW Local 1973
- Tony Johnson
- Keystone Links Golf Course
- Liflock Golf Club
- Wild Water & Wheels Peterborough
- Marks Work Wearhouse Peterborough
- M & M Meat Shops Peterborough
- Pet Valu Peterborough
- Canadian Tire Peterborough
- Kawartha Lakes Brewery Peterborough
- Mcleod's I.D.A. Peterborough
- Port Hope Golf & Country Club
- Peterborough Chiropractic Group — Dr. Slobodian & Dr. Banburg
- Mill Valley Water
- Sign Works Port Perry
- Automated Home Solutions Inc.
- Summerlea Golf Course
- Custom Golf Clubs — Dan Connelly
- Aramark

CAW RETIREES GOLF LEAGUE REPORT



BY

Steve Bobas

Union Counsellor

- Bunny's Catering
 - Karen & Brian Chapman
 - The Great Canadian Meat Company
 - Bruce Bissell Motors
- and all others I may have missed.

Special thanks to the Following Hole &

Contest Sponsors:

- Ganaraska Leather
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- Tartan Tavern
- Great Canadian Meat Company
- Ukrainian Credit Union
- Autoworker Credit Union
- Oshawa Generals
- Weed Man
- All Canadian Awards
- Audio Solutions
- Karbelt Speed & Custom
- Krown Rust Control Oshawa
- Roger Swan Auto Centre
- Munro Auto Sales
- Fox Auto Body Ltd.
- Townline Press Ltd.
- My Sisters Place
- Pet Valu Summit Plaza Peterborough
- Bill Nurse Motors
- Custom Golf Clubs — Dan Connelly.

The Team of Dave Nichols, Joe Roznik, Chris Love and Derek Vesey were the first foursome to have their names engraved on the Willoughby Fallfest Trophy. They shot an 11 under par to capture the honours.

Special thanks to Mike Willoughby, a CAW member of 28 years who donated the Tournament Trophy and four individual trophies for this event.

Also, I'd like to thank Rick and Janice Sniderman, Marika Roberts, Dean Simard, Sharron Kehler, Barry Smith, Doug Sanders, Kevin Gray, Ron Davey, Steve Bullock, Karen & Brian Chapman, Local 222 and CAW National Office for all their assistance in making this a huge success. To the dozens of volunteers not listed, and to those who participated this year, a huge thank you! See you next year on the course!

P.S. We are in the process of creating a Web Site of the event and will be posting the address for this in the December *Oshawworker*. ♣

Golfers Beaten Only By The Weather

The weather on Tuesday September 25th was quite cool with a driving rain, which would have made it very miserable for playing golf. As a result the league executive decided to cancel our Closing Day Tournament. However the dinner at the CAW Hall was very well attended with 82 of our members present. The dinner was prepared and served by the women from CAW Auxiliary #27 and was greatly enjoyed by our members.

After dinner we handed out the trophies to the winners of the tournaments and distributed prizes to all of our members who were present. Because we did not play our final tournament, all the prizes were distributed by draw.

We had some prizes donated by CAW Local 222 and the following businesses: Nurse Chev-Olds, Whitby; Cliff Mills Motors, Oshawa; Cooper Tire, Whitby; Deville Produce, Whitby; Waltzing Weasel Pub & Restaurant, Oshawa; Gerry Nemish, Whispering Ridge Golf Course; GMC Employee Recreation Council.

We wish to thank all the donors of prizes to our league. However the bulk of the prizes were purchased with your league funds by Gary Harding and I.

During the course of the summer, some members expressed interest in playing at a

different course next year. As a result we obtained offers from Sunnybrae Golf Course, Bowmanville Golf & Country Club and Whispering Ridge Golf Course. We had a ballot made up to decide on which golf course the membership preferred. Whispering Ridge was the majority decision. I have had some discussions with Gerry Nemish, the Whispering Ridge manager, about next year and he indicated that there might be a one dollar increase in greens fees and we can probably get a 9:30 start for tee offs.

This is the third year for our league and I have enjoyed being president since helping start it in 1999. The league is growing and now is up to a maximum of 96 members. The league, with the help of a hard working executive, has been functioning great. However, I did not stand for president this year because of some personal obligations, but also because in any organization it is good policy to have a renewal of leadership, to get fresh ideas and energy.

We held an executive election following our dinner and following are your new league executive for the 2002 season:

President	— Bernie Herring (905) 579-6802
Treasurer	— Scotty MacLellan
Handicapper	— Alex Simon

CAW RETIREES GOLF LEAGUE REPORT



BY

Russ Rak

League President

Tournament — Harry McConnell
Convener

League Captain — Stan Comerford

Special Note

We had a second hole-in-one this summer. On August 28th, Ray Boudrias aced the 215 yard par 3, 17th hole. We have a hole-in-one roster plaque in the display case in the lobby of our Union Hall along with our CAW Annual Tournament trophy. So check them out on your next visit to the hall.

Our team entry in the GM Tournament of Champions played on September 23, 2001, placed third. Congratulations brothers.

Best wishes to the new executive for continued success with our league. All brothers and sisters wanting to play in the league next year, watch the February and March issues of the **Oshaworker** for announcements of the league membership sign-up meeting to be held in early April.

So long for now. I am looking forward to playing in the league next year. ♣

Truck Plant Ten Pin Tidbits Shift #1

Since my last article, this year's new handicaps have been established (with some suspect sand-bagging started already?). On the other hand, several great scores have been recorded as well!

It wasn't that long ago that we seemed to have only a very few 200 single or 600 triple bowlers in our league, but that has drastically changed! In the last four weeks we've had a total of 49 200-plus singles, and 11 600-plus triples thrown! Is that fantastic or what, especially with all the fun and nonsense that is part and parcel of our league! On top of this, in those same four weeks, (according to my figures) we've also had a total of 45 missed five pins! With most bowlers participating in Dan Gabona's five-pin loonie pot, there should be a sizeable amount of cash to be won at the end of the year, wouldn't you say?

To date, we've only had two individuals miss three five pins in one three-game set — Bob Poff, and Elaine Howatt! Butch Howatt tried his best on September 13, with two whiffs, so this twosome's off to a good start.

Without the antics of Mike Bested, hounding the heck out of many of these bowlers, there wouldn't likely be near as many missed five pins — thanks Mike!

On that same evening, we had both George Kolesnikowicz and Jim Cassels miss their five pin, by throwing their ball in the gutter! You sure can't miss the five pin by any more than that, can you?

So far this season, the highest men's single has been recorded by Gary Bayford, with a 249. (It takes almost two games for me to get that!)

The highest ladies' single was by Sharon Armour, with a 211—great bowling!!

The highest men's triple went to Ted Whitely on September 27, when he rolled a fabulous 654, made up of three consecutive 200-plus games (234, 212, 208)! How's that for consistency! It should be noted here, that Gary Bayford started the year off on an extremely positive note, with two straight 600-plus triples (617 and 624) — way to go Gary!! (Isn't that disgusting to be that consistent?)

As of this date, I haven't any ladies high triple games recorded, but I'm sure Butch will supply me with that info for the next issue of the **Oshaworker**!

By the way, it seems our own "Buck Thompson" is again contributing in a big way to Debbie Killens' "Cash For Life" coffers. It's getting very difficult to wipe the smile off Debbie's face each week!

Remember, if you know anyone who might be interested in joining our league, get them in touch with Butch Howatt at (905) 723-5063.

Until next time — Good bowling, have fun, and watch out for those five pins!! ♣

TRUCK PLANT TEN PIN BOWLING REPORT

BY **Carl Kemp**

Teams Appear To Be Well Balanced

Well the hockey season is under way. After two games each it looks as if most the teams are well balanced but time will tell. There were some close games last week. Durham Medical lost a close one 5-4 to Budget Truck Car Rental with the two goalies, Bruce Hawkshaw and Al Aylsworth coming up with big saves.

The Squirrels edged Ontario Motor Sales 5-4 with Bill Prentice scoring two goals for the Squirrels and Cam Hinks and John McLeod two each for OMS.

The word is that Ace was out-coached. His team was leading 3-0 at one time. Aramark Food Services won their first game 9-1.

Coach Morgan Lane took the team upstairs before game two and treated them to the video, they then went on to beat Dines 6-1 in game two.

Aramark shooters were Myron Wijtowych two goals and two assists, Brian Myles two goals, two assists, Rick Garlough one goal and Andy Babor one goal and one assist.

Dines, Kyle Mainguy spoiled the shutout for Scott Orpwood with just a few minutes left. Aramark had a penalty at the time.

Game of the Week: Canada Trust 4, Bond Optical 0. Greg Plate, one goal and one assist, Gerry McGee one goal (Gerry left his cell phone home this year), Dunc Durham one goal. Coach Jim Rogers scored a picture goal.

TRUCK-CAR HOCKEY REPORT



BY
Ron Gay

see **TEAMS** - page 39

Statistics

(full stats available at <http://www.statspro.com/hockey/icesports>)

	GP	Won	Lost	Tied	GIF	G/A	PIM	AVG	Win%	Pts
Aramark Food Services	2	2	0	0	15	2	0	0.00	100	4
Flying Squirrels	2	2	0	0	9	7	12	6.00	100	4
Ontario Motor Sales	2	1	1	0	11	6	12	6.00	50	2
Budget Car/Truck Rental	2	1	1	0	8	8	9	4.50	50	2
Canada Trust	2	1	1	0	5	9	6	3.00	50	2
Bond Optical	2	1	1	0	2	5	0	0.00	50	2
Durham Medical	2	0	2	0	5	12	9	4.50	0	0
Dines	2	0	2	0	2	8	9	4.50	0	0

* Winning percentage is based on games played in the current division, not on all games.

Points Leaders

	Pts	G	A
Myles, Brian (Aramark)	8	4	4
Wijtowych, Myron (Aramark)	8	4	4
McLeod, John (OMS)	7	5	2
Prentice, Bill (Flying Squirrels)	7	4	3
Babor, Andy (Aramark)	6	3	3
Lane, Morgan (Aramark)	6	0	6
Hinks, Cam (OMS)	4	4	0
Broome, Jim (Aramark)	4	1	3
Pixley, Ace (OMS)	4	1	3
Vaillancourt, Ken (Aramark)	4	1	3

Goaltending

	GP	W	L	T	GAA
Orpwood, Scott (Aramark)	2	1	0	0	0.50
Hutcheson, Dave (Dines)	2	0	2	0	2.00
Murray, John (Bond Optical)	2	1	1	0	2.50
Haraj, Tom (OMS)	2	1	1	0	3.00
Graham, Archie (Flying Squirrels)	2	1	0	0	3.00
Aylsworth, Al (Budget)	2	1	1	0	4.00
Hawkshaw, Bruce (DM)	2	0	2	0	6.00

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Blades Hit The Ice Sunday Morning

Sunday Morning Hockey gets underway October 21, 2001. The first game is at 11:00 a.m. with the second game going at 12:00 noon.

Our schedule is posted and you should note that some dates have our games starting at 10:00 a.m. and 11:00 a.m. respectively. So drop down to the Aud and watch the old boys strut their stuff. You might even see some good hockey.

CAW Sunday Hockey 2001/02 Schedule

November 11

11:00 Cliff Mills @ Renown Electric
12:00 Park Place @ Celtics

November 25

*10:00 Renown Electric @ Park Place
*11:00 Cliff Mills @ Celtics

December 2

11:00 Cliff Mills @ Park Place
12:00 Renown Electric @ Celtics

December 9

*10:00 Celtics @ Cliff Mills
*11:00 Park Place @ Renown Electric

December 16

11:00 Celtics @ Renown Electric
12:00 Cliff Mills @ Park Place

December 23

CAW Family Skate 11:00 am - 12:50 pm

January 6

11:00 Renown Electric @ Cliff Mills
12:00 Park Place @ Celtics

January 27

11:00 Cliff Mills @ Celtics

CAW SUNDAY MORNING HOCKEY REPORT



BY

**Bill
Mutimer**

12:00 Renown Electric @ Park Place

February 3

*10:00 Celtics @ Renown Electric
*11:00 Cliff Mills @ Park Place

February 7

11:00 Cliff Mills @ Renown Electric
12:00 Park Place @ Celtics

Playoffs

** March 3 10:00 & 11:00

March 10 11:00 & 12:00

First vs. Fourth 2 Games Total Goals

Third vs. Second 2 Games Total Goals

Finals

March 17 11:00 & 12:00

March 31 11:00 & 12:00

Winners play two games total goals for "A."

Losers play two games total goals for "B."

Party at Park Place to be discussed!! Good luck and our main objective is to "Have Fun."

Till next time, keep your head up and your stick on the ice...*

Teams Balanced

— continued from page 38

Winning goaltender Vic McCullough had a big shutout. Vic missed the first game Monday. After seeing his long johns before game time I think he was out shopping. I think I saw pictures of Teddy Bears, Winnie the Pooh and Puff The Magic Dragon on them. Vic tells me he gets double AirMiles

where he shops.

I believe most of the players like the Ice Sports with the big ice and dressing rooms. The stats only consists of two games each due to the **Oshaworker** deadline. More stats next issue.

Till next game, see you on the ice!*



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CAW Five-Pin Friday Night Bowling League Results

600 CLUB						700 CLUB	
Dave Ricketts	642	Ron Jones	651	George Lee	626	Ricky Marshall	764
Mike Powers	673	Phil Cormier	617	Gary Henderson	652	Gary Henderson	777
Rose Sinopoli	623	Louis Gervais	673	Dan Richards	636	Henry Langkraer	758
Heather Reuter	615	George Fisher	668	Bernie Schaeffer	642	Wayne Czarkowski	745
Rob Marshall	606	Mike Reuter	645	Dave Schaeffer	634	Bernie Schaeffer	788
Earl Marshall	620	Terry Morris	680	Pat Skeldoch	616	Tim Walton	733
Joe Bartlett	607	Kevin Risebrough	673	Emery Bastarache	686	Jennifer Smith	726
Greg Buller	695	Susan Young	607	Steve Siep	601	Robert Revoy	753
Marilyn Gibson	607	Mike McMartin	685	Rita Reuter	610	Dave Ricketts	706
Peter Stirpe	628	Noel Ricketts	653	Don Revoy	684	Vito Casalino	733
Vito Casalino	680	Norma Harrison	607	Frank Macko	677	Joe Bartlett	740
Bob McFarlane	690	Ray Derry	660	Bob Huff	688	Steve Pollock	702
		Ken Couvier	625	Steve Pollock	612	Ted Smith	711
				Pet Stewart	620	Diane Scattergood	740
				Rick Deshane	638	Rob Marshall	718
				Donna Phalen	641	Les MacDonald	767
				Mike Phillips	642	Louis Gervais	774
				Diane Scattergood	649	Dave Murray	706
				Val Henderson	644	Emery Bastarache	705
				Lorraine Couvier	608	Earl Marshall	761
				Don Ward	685	Steve Bell	727
				Mark MacDonald	649		
				Sam Kelly	610		
				Paul Derry	681		
				Henry Langkraer	649		
				Keith Hughes	656		
				Jerry Pannekock	631		
				Adrienne Butler	664		
				Gerry Daigle	688		
				Tom Byrne	668		

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1976 Elan sled parts machine \$250, 12' aluminum & 14' fiberglass boats \$250 ea, 16" chainsaw \$150, water pump \$125. Call: 905-985-7720

Fireplace, cast iron w/hot plate, insulated roof pipe \$50 + removal, new weight bench & weights Y-shape \$150. Call: 905-655-4734

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Bathroom sink 21"x17", bathroom mats, variety new dishes, baked enamel pots & pans. Call: 905-725-5306

Satellite \$500, 1987 Buick LeSabre, original owner, paint, 165,000 km \$1500 as is. Call: 905-579-9704

Double headboard & bed frame on wheels \$39, pet shuttle for cats, excellent condition \$10. Call: 905-728-5199

Piano, apt size \$575, air hockey \$175, fiberglass 8' truck cap \$100, truck toolbox behind cab w/key \$50. Call: 905-263-8617

Palm Springs Graphite golf clubs, used 6 games \$250, golf cart \$20, golf bag \$10. Call: 905-432-7189

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Pioneer record player PL300, like new \$125. Call: 905-576-8697

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Propane patio heater unused, napoleon antique green \$800 new asking \$500 firm, 1 yr warranty, takes 20 lb barbeque tank. Call: 905-718-7561

1 year old Meyer parrot, cage, toys, speaks 12 words, hand trained & raised, loveable, asking \$600 obo. Call: 905-579-1832

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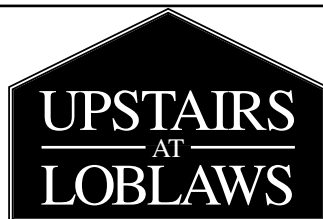
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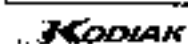
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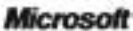
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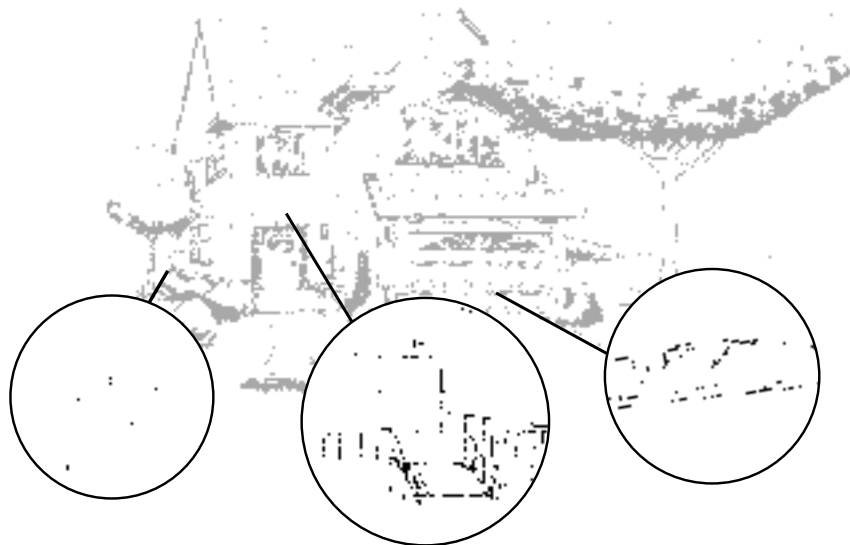
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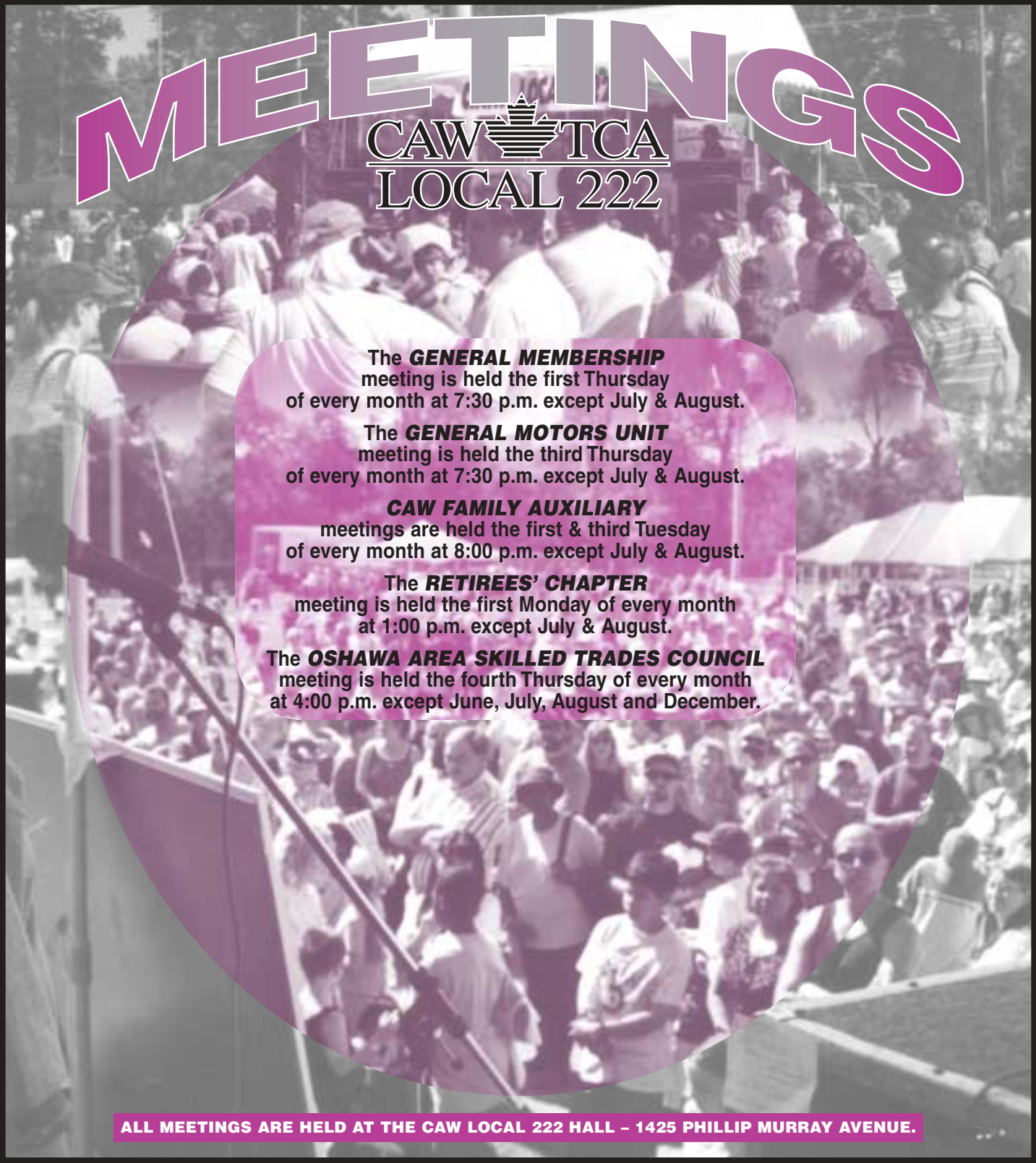
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MEETINGS



CAW TCA LOCAL 222

The **GENERAL MEMBERSHIP** meeting is held the first Thursday of every month at 7:30 p.m. except July & August.

The **GENERAL MOTORS UNIT** meeting is held the third Thursday of every month at 7:30 p.m. except July & August.

CAW FAMILY AUXILIARY meetings are held the first & third Tuesday of every month at 8:00 p.m. except July & August.

The **RETIREES' CHAPTER** meeting is held the first Monday of every month at 1:00 p.m. except July & August.

The **OSHAWA AREA SKILLED TRADES COUNCIL** meeting is held the fourth Thursday of every month at 4:00 p.m. except June, July, August and December.

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